

CHARTER SCHOOL CONTRACT

between

**SCHOOL DISTRICT NO. 1 IN THE
CITY AND COUNTY OF DENVER
DENVER PUBLIC SCHOOLS**

and

**ACADEMY OF URBAN LEARNING
(A CHARTER SCHOOL)**

JULY 2017

**DPS CHARTER SCHOOL CONTRACT FOR
ACADEMY OF URBAN LEARNING**

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**DPS CHARTER SCHOOL CONTRACT FOR
ACADEMY OF URBAN LEARNING**

This Contract, effective the 1st day of July, 2017 is made and entered into between School District No. 1 in the City and County of Denver and State of Colorado (the “District”) and the ACADEMY OF URBAN LEARNING, a public school organized as a non-profit corporation (the “School” or ACADEMY OF URBAN LEARNING), (collectively, the “Parties”).

RECITALS

WHEREAS, on September 20, 2004, Denver Public Schools received an application for consideration of a charter school referred to as ACADEMY OF URBAN LEARNING (“the School”);

WHEREAS, on December 2, 2004, the District's Board of Education ("the Board") approved the Application ("Application") of the ACADEMY OF URBAN LEARNING;

WHEREAS, on February 21, 2008, the District’s Board of Education (“the Board”) approved the renewal application for ACADEMY OF URBAN LEARNING;

WHEREAS, on November 29, 2012, the District’s Board of Education (“the Board”) approved the renewal application for ACADEMY OF URBAN LEARNING;

WHEREAS, on November 20, 2014, the District’s Board of Education (“the Board”) approved the renewal application for ACADEMY OF URBAN LEARNING;

WHEREAS, on December 15, 2016, the District’s Board of Education (“the Board”) approved the renewal application for ACADEMY OF URBAN LEARNING;

NOW THEREFORE in furtherance of the foregoing recitals, the Parties agree as follows:

AGREEMENT

1. ESTABLISHMENT OF ACADEMY OF URBAN LEARNING

As authorized by the Charter Schools Act, the District hereby approves the Charter School Contract for ACADEMY OF URBAN LEARNING, upon the terms and conditions set forth in this Contract as well as the terms and conditions outlined in Resolution # 3743 which is hereby incorporated into this Agreement. The School further acknowledges failure to meet the performance objectives outlined in this Contract or failure to adhere to the terms and conditions of this Contract renders the Contract subject to revocation pursuant to the terms

of this agreement and or the Charter School Act.

The School acknowledges that this charter is conditional upon the School's compliance with the conditions stated in Resolution # 3743. The School further acknowledges that failure to comply with these conditions is a material breach of this contract and may result in revocation of the School's charter, or withholding of funds, or other action deemed appropriate by the District.

2. MISSION

The mission of ACADEMY OF URBAN LEARNING is to provide a comprehensive and quality high school education for students who come from uncertain living conditions.

Guiding Principles - At AUL we strive to:

- provide a comprehensive education which includes the academic, social, cultural and other life skills to empower our students to be self-sufficient adults.

- offer supportive services to address short- and long-term housing instability and contributing risk factors.

- foster a caring and respectful community of families, students, staff, board, and community partners to support our students.

3. TERM OF AGREEMENT

This Contract is effective July 1, 2017, and will terminate on June 30, 2019, unless earlier terminated or extended as provided herein. Pursuant to DPS Board Resolution #3743 this Contract may be extended for one year and will terminate on June 30, 2020 if DPS determines that the School has met the performance conditions stated in Resolution #3743.

4. GENERAL

- A. Application Incorporated in Contract. The ACADEMY OF URBAN LEARNING application for the establishment of the School ("the School Application"), as approved by the Board, is incorporated into this Contract as Appendix A. The provisions of this Contract will supersede and control over any conflicting or inconsistent language contained in the School Application. References to "the Contract" set forth below shall include the contract, the documents herein integrated, School Application and the description of the educational program provided in the Application.
- B. Merger. This Contract contains all terms, conditions, understandings, and agreements of the Parties relating to its subject matter. All prior representations, understandings, and discussions are merged herein and superseded by this Contract.

- C. Amendments. No amendment to this Contract will be valid unless ratified in writing by the District Board and the School's governing body and executed by authorized representatives of the Parties; except that the Board delegates to the Superintendent or his designee the authority to ratify non-material amendments, such as amendments regarding a change in educational programming which is consistent with student performance standards, so long as the ratification is in writing and executed by the Superintendent or his authorized designee.
- D. Governing Law and Enforceability. This Contract will be governed and interpreted according to the Constitution and Laws of the State of Colorado. If any provision of this Contract or any application of this Contract to the School is found contrary to law; such provision or application will have effect only to the extent permitted by law. The parties agree, upon the request of either, to meet and discuss in good faith any material changes in law that may significantly impact their relationship, and to negotiate in good faith to adopt any necessary or appropriate replacement provision.
- E. No Waiver. The Parties agree that no assent, express or implied, to any breach by either of them of any one or more of the provisions of this Contract shall constitute a waiver of any other breach.
- F. No Third Party Beneficiary. This Contract shall not create any rights in any third parties who have not entered into this Contract, nor shall any third party be entitled to enforce any rights or obligations that may be possessed by either party to this Contract.
- G. Non-Assignment. Neither party to this Contract shall assign or attempt to assign any rights, benefits, or obligations accruing to the party under this Contract unless the other party agrees in writing to any such assignment.
- H. Severability. If any provision of this Contract is held to be invalid or unenforceable, it shall be ineffective only to the extent of the invalidity, without affecting or impairing the validity and enforceability of the remainder of the provision or the remaining provisions of this Contract. If any provision of this Contract shall be or become in violation of any federal, state, or local law, such provision shall be considered null and void, and all other provisions shall remain in full force and effect.

5. CORPORATE STATUS

The School is organized as a non-profit corporation subject to the following terms and conditions:

- A. Compliance with Contract. The School will be bound by and operated in a manner consistent with the terms of this Contract so long as such provisions are in accordance with state, federal, and local law.
- B. Corporate Purpose. The purpose of the School as set forth in its articles will be limited to the operation of a charter school pursuant to the Colorado Charter Schools Act, C.R.S. §§ 22-30.5-101, *et seq.*
- C. Governance. The School represents that it is and shall maintain its status as a non-

profit corporation that holds the charter. The articles of incorporation and bylaws of the School will provide for governance of the operation of the School in a manner consistent with this Contract and state and federal law. The articles of incorporation and bylaws are attached to this Contract as Appendix B. Any modification of the articles of incorporation or the bylaws or changes in the composition of the School's governing body must be submitted to the Portfolio Management Team, formerly known as the Office of School Reform and Innovation within ten business days of its ratification or adoption by the School. Material changes to bylaws or Articles of Incorporation are subject to approval by District staff.

- D. Non-Commingling. Assets, funds, liabilities and financial records of the Charter School shall be kept separate from assets, funds, liabilities, and financial records of any other person, entity, or organization.

6. COMPLIANCE WITH LAWS, POLICIES, PROCEDURES, AND RULES

- A. In General. The School will comply with all federal and state laws, local ordinances, and District policies applicable to charter schools, except to the extent the School has obtained waivers from state law and District policies, in accordance with Section 7 below.
- B. State Accountability. The School agrees that it shall be deemed a public school subject to all applicable provisions of Colorado Revised Statutes, specifically including, but not limited to student assessment, student assessment administration, data collection, reporting, grading, and remediation requirements. The School shall also be held to the accreditation requirements including those for which other schools are accountable and other accreditation requirements as may be appropriate for charter schools.
- C. Program. The operation of a charter school shall be deemed to include, to the extent permitted under C.R.S. § 22-30.5-104(8), other educational programs that are research-based and proven to be effective.

7. INSURANCE AND LEGAL LIABILITIES

- A. Insurance. The School will maintain adequate insurance necessary for the operation of the School, including, but not limited to, property insurance, general liability insurance, workers' compensation insurance, unemployment compensation insurance, motor vehicle insurance, and errors and omissions insurance covering the School and its employees with policy limits as set forth below:
 - a. Comprehensive general liability: \$2,000,000
 - b. Officers, directors and employees errors and omissions: \$1,000,000
 - c. Property insurance: As required by landlord
 - d. Motor vehicle liability (if appropriate): \$1,000,000
 - e. Bonding (if appropriate): Minimum amounts \$25,000, Maximum amounts: \$100,000

- f. Workers' compensation: As required by state law
 - g. Such insurance contracts shall have the District named as an additional insured. The District may reasonably require the School to adjust the coverage and limits provided for under the terms of any particular contract or policy. The School will pay any deductible amounts attributable to any acts or omissions of the School, its employees, or agents. The School will provide the District with Insurance Certifications on or before July 1 of each year as provided below.
- B. Insurance Certification. The School shall provide the District with a copy of the insurer's insurance certificate information annually.
- C. Risk Management. The School will promptly report to the District any and all pending or threatened claims or charges, promptly provide the District's general counsel and risk manager with all notices of claims, cooperate fully with the District in the defense of any claims asserted against the District, its board members, agents or employees arising from or related to the operation of the School, and comply with the defense and reimbursement provisions of the Colorado Governmental Immunity Act and the District's and the School's applicable insurance policies. If the School obtains insurance through any policy held by the District, it shall comply with all risk management requirements of the District and its insurer.
- D. Limitation of Liabilities. Except as expressly stated in Section 13.E, in no event will the District, Board members, District officers, employees, or agents be responsible or liable for the debts, acts or omissions of the School, its officers, employees, or agents.
- E. Faith and/or Credit Contracts with Third Parties. The School shall not have authority to extend the faith and credit of the District to any third party and agrees that it will not attempt or purport to do so. The School acknowledges and agrees that it has no authority to enter into a contract that would bind the District and agrees to include a statement to this effect in each contract or purchase order it enters into with third Parties. The School acknowledges that the same provisions in law that apply to the District itself limit the School's authority to contract.
- F. Indemnification. The School agrees to indemnify and hold the District, its Board members, officers, employees, and agents harmless from all liability, claims and demands arising from any suit, action, grievance, charge or proceeding brought in connection with or related to the School's operation or the conduct of any of the School's employees, agents, or representatives. The School's indemnification and hold harmless obligation shall include all damages, attorneys' fees, costs, and expenses incurred by the District. The District may withhold funds for damages, attorneys' fees, costs and expenses incurred in connection with any pending or threatened suits, actions, grievances, charges, or proceedings. This provision will not be deemed a relinquishment or waiver of applicable immunities or other limitations of liability available to the School, or the District under law. This indemnification obligation will not be interpreted or applied to make the School financially responsible for claims against the District made by third parties and

based on conduct occurring at the School by District board members, officers, or employees operating within the scope of their responsibilities to the District.

- G. Formal Notification of Legal Action. The School shall provide written notice to the District in the event that the School is named as a defendant in a threatened or current legal action. Such notice shall be given no later than fifteen business days after the date at which the legal action was filed or threatened.

8. FOOD SERVICES

- A. If requested to do so by the School, the District will provide free and reduced price meals to qualifying students in a manner determined by the District and in accordance with School Board policy and applicable federal and state law.

9. EDUCATIONAL PROGRAM

- A. Characteristics. The School shall implement and maintain the following characteristics of its educational program, subject to modification with the District's written approval:

The Academy of Urban Learning (AUL) is a 501c3, Denver Public Schools (DPS) charter high school founded by the Jared Polis Foundation and Urban Peak Denver. In 2005, AUL's founders recognized the need to create a small charter school in Denver that would address the needs of students experiencing the challenges of homelessness and other unstable living situations. AUL has grown tremendously and established itself as a champion for at-risk youth struggling with unconventional backgrounds, graduating an increasing number of students each year.

- B. Content Standards. The School's educational program shall meet or exceed the Colorado Academic Standards aligned with the Common Core State Standards including changes prescribed by the State Department of Education.
- C. Curriculum. The School shall implement the curricula described in the School and/or Renewal Application, supplemented with such other curricula which may be helpful to the School's academic progress to the extent that such curricula meets or exceeds Colorado Academic Standards aligned with the Common Core State Standards, including changes prescribed by the State Department of Education, and District policies that have not been waived.
- D. Graduation Requirements. The School's curriculum shall meet or exceed all of the graduation requirements of the District and the School's course offerings will be appropriately aligned with those requirements as applicable.
- E. Educational Services. If the School plans to contract with any outside corporation, agency or entity ("Service Provider") for the provision or implementation of all or a substantial portion of its educational programming, the initial agreement reflecting such contracting, any renewal of such agreement, and any amendment making

material changes to such agreement (the “Management Agreement”) is subject to District approval prior to execution by the School’s governing board or President. In addition, the Management Agreement must provide that: (1) the District is a third-party beneficiary to the Management Agreement and (2) the District has the right to enforce and rely upon the obligations set forth in the Management Agreement. Such designation as a third-party beneficiary and right to enforce and rely upon obligation set forth in the Management Agreement shall be for the sole purpose of enforcing rights and obligations related to circumstances of school closure and termination of the Management Agreement.

- a. The Management Agreement shall include a provision requiring the School and Service Provider to provide written notice to the District of any intent to terminate the Management Agreement no later than December 1st of a given school year. In the event timely notice of termination is not provided to the District, the termination shall not be effective until the end of the school year which follows the school year in which the notice was provided. This provision shall supersede any other provision within the Management Agreement regarding termination effective date which may be in conflict with this provision.
- b. In addition, the Management Agreement shall include a provision stating that in the event of school closure, the School and Service Provider shall both have the responsibility to continue to provide on reasonable terms, the educational services and programs as outlined in the Management Agreement during any phase-out period for the School, even if the Service Provider has submitted an intent to terminate the Management Agreement.

- F. Staff Qualifications. Each teacher and all applicable staff shall meet the qualification requirements for teachers under state and federal law, as amended from time to time, which are applicable to all public schools in Denver Public Schools. The School shall ensure that it submits data verifying the qualifications of all teachers and applicable staff to DPS by the date specified by DPS annually and subsequently for staff hired during the school year within four weeks of hire. Teachers who are not qualified pursuant to state and federal law may not continue to be employed as classroom teacher and/or teacher of record in those classrooms where they are not qualified to teach and the School shall assure that all students have appropriately qualified teachers of record at all times. The District reserves the right to take action to ensure this obligation is met, including the right to require the removal of a teacher.
- G. Staffing. The approved School Application includes a staffing and leadership plan designed to provide the educational program. The District may initiate a Right to Review, pursuant to Section 10.H of this Contract if the School is proposing or has undertaken changes to its staffing plan that the District reasonably believes are likely to have a substantial adverse effect on the School’s ability to deliver the education program as approved. Furthermore, the School agrees to notify the

- District of a change in School leader within 10 business days of such change.
- H. Staff Training. The School agrees to provide all staff with the training necessary to be effective in their positions, including any training required by local, state, or federal law.
- I. Assessment.
- a. The School shall participate in all testing programs required by the State of Colorado, currently including, but not limited to, the Colorado Measures of Academic Success (“CMAS”), Colorado ACT/SAT, READ Act aligned Early literacy assessments, Universal Gifted Screening, and any applicable placement and assessment tests for English Language Learners, including but not limited to ACCESS and W-APT, as they exist now or may later be amended. The School shall attend all District required training sessions, maintain test security, and administer the tests consistent with all relevant state and District requirements, including District-developed testing ethics and administration procedure training to school staff. The School shall follow professional and ethical standards. Violation of this provision of this Contract shall be deemed a material violation.
 - b. The School shall comply with the requirements of the Colorado Reading to Ensure Academic Development Act (READ Act), C.R.S. §§22-7-1201, *et seq.* including but not limited to:
 - i. Student promotion and retention criteria
 - ii. Progress monitoring and interventions for struggling students
 - iii. Parent communication
 - iv. Assessment administration
 - c. The School shall be required to implement interim assessments, described in the Application submitted by the School or as approved by the District. District may request interim assessment data as part of ongoing performance monitoring or other processes. The School will supply this data within 15 days of a written request by the District for such information.
- J. Gifted and Talented Students. The School will implement the District process for identifying gifted and talented students. Further, the School will develop programming for identified students that is acceptable to the District and comply with state rules to create and maintain an Advanced Learning Plan (“ALP”) for each student who is identified as gifted and talented. Finally, the School will identify an employee who will be responsible for the following: overseeing implementation of the identification process (including universal assessments), drafting ALPs, and ensuring that GT services are being provided in the classrooms.
- K. Discipline. The School shall ensure that its discipline policy as implemented for all students is in compliance with Section 22-32-109.1 and 22-33-105 of the Colorado Revised Statutes and District Board Policy JK and Regulation JK-R, each as revised from time to time, to ensure equity across all students. The School may create its own in-school and out-of-school suspension procedures at the School; however, in that case, the School must submit a copy of its in-school and out-of-school

suspension procedures to the DPS Department of Portfolio Management.

10. OBJECTIVES/PUPIL PERFORMANCE STANDARDS AND EVALUATION:

- A. Organizational Performance Objectives. The School shall adhere to the following organizational performance objectives, which shall be measured annually.
- a. The School's expenditures, inter-fund transfers, or reserves shall not be in excess of available revenues and beginning fund balances;
 - b. The School shall maintain a reserve that meets the statutory requirements under the provisions of Article X, § 20(5) the Colorado constitution (TABOR); C.R.S. §22-44-105 (1) (c.5).
 - c. The School shall provide the District with a copy of a lease or purchase agreement providing evidence that the School has secured an acceptable facility in which to operate no later than 150 days prior to the opening of the school. If the school is leasing facilities, the school shall ensure that a lease is in place no later than 150 days prior to the start of subsequent school years. If a new lease for facilities in which the school's operations are conducted is secured or the terms of the lease change, the School shall provide the District with a new copy of the lease no later than 60 days after the execution of said lease. The School's facilities are subject to all additional requirements outlined in Section 15 of this Contract.
- B. Academic Performance Objectives. The School shall adhere to the following academic performance objectives, which shall be measured annually.
- a. DPS School Performance Framework (SPF): The School shall annually *Meet Expectations* or *Exceed Expectations* on the DPS School Performance Framework or make adequate progress towards this objective. The School will only receive an official SPF rating for the entity recognized in this Contract and identified by a CDE supplied school number. No subdivision of the School shall receive a public rating. If the School's grade configuration is such that they are issued a DPS Early Education School Performance Framework in lieu of the traditional SPF, these results will be used to evaluate the School's academic performance. The School will have the ability to review the SPF prior to its release and provide comments on accuracy, access to student level data, and access to the rubrics outlining how SPF metrics are calculated.
 - i. If the School Performance Framework is not available on a timeline to inform accountability processes, the following performance targets shall be used as a proxy for a rating of "Meets Expectations" on the overall District School Performance Framework. In order to be considered as meeting performance expectations the School must meet all applicable targets in their entirety:
 1. 60% of students will meet MAP growth targets in Reading, Math, and Language Usage;

2. On the CMAS Assessment, the average scale score of students shall be within 50% of District Alternative Education Campuses overall;
3. The School's overall ACCESS MGP will be at or above 50.

ii. For the purposes of this Contract, the District and School have mutually agreed to the performance benchmarks that shall constitute adequate progress towards meeting SPF expectations. To be found to have made adequate progress, the School must meet the following performance benchmarks in their entirety.

a. 2016-2017

MAP Growth: The School will have an average 5 percentage point increase in the percent of students meeting MAP growth targets across all three subjects (reading, math and language usage).

Daily Attendance Rate: The School will have an average daily attendance rate of 75%.

2017-2018

MAP Growth: The School will have an average 5 percentage point increase in the percent of students meeting MAP growth targets across all three subjects (reading, math and language usage).

Daily Attendance Rate: The School will have an average daily attendance rate of 81.3%.

- C. CMAS or comparable required State Assessment. Student results, including those measuring longitudinal growth and levels of proficiency, on state-required assessments shall equal or exceed results for schools serving comparable students district-wide.
- D. ACCESS or comparable State-mandated test of English Language Proficiency. Student growth on state-required assessments of English language proficiency shall equal or exceed results for schools serving comparable students district-wide.
- E. State and Federal Accountability. The School shall meet all State accountability requirements of the Educational Accountability Act (C.R.S. §§ 22-11-101 *et seq.*), as amended by SB 09-163 and shall meet all Federal accountability requirements not explicitly waived in the Colorado Department of Education's (CDE) ESEA Flexibility Request or subsequent provisions under ESSA.
- F. Evaluation and Progress Monitoring. The School shall be subject to review of its operations, including related records, when the District, in its sole discretion, deems

such review necessary. The District determines the process and method by which it collects and analyzes data and the School agrees to cooperate with the District and submit any required documentation.

- G. Renewal Review Process. The School shall be subject to a rigorous, objective evaluation process in order to renew this Contract. The Renewal Review Process shall occur in the final school year of the current term of this Contract. Such process shall include multiple measures of progress towards the Performance Objectives as well as compliance with the other terms and requirements of this Contract. The School shall be required to submit a renewal application as part of such process, in form and substance acceptable to the District. In addition, the School may be required to participate in review meetings, discussions, and/or school visits conducted by the District. Schools rated as “Accredited on Watch,” “Accredited on Priority Watch,” or “Accredited on Probation” on the DPS School Performance Framework must meet the mutually agreed upon performance benchmarks in their entirety (if applicable), as determined by the District, and also demonstrate a capacity for ongoing school improvement in order to receive a contract renewal.
- H. Annual Progress Monitoring. The District shall regularly gather academic, operational and financial data in order to determine the School’s progress towards the Performance Objectives as well as to monitor general compliance with contract requirements and local, state and federal law.
 - a. As part of Annual Progress Monitoring, the District may use evaluative tools such as the Financial Performance Framework to benchmark the performance of the School against comparable charter and/or District schools, as defined by Denver Public Schools. The District reserves the right to develop and implement such tools. The School shall have the right to review official reports and analysis prepared by the District as part of the Annual Progress Monitoring.
 - b. As part of Annual Progress Monitoring, the District will provide all schools with annual feedback on academic performance and organizational sustainability, per the requirements of C.R.S. § 22-30.5-110 (1)(b).
- I. Interim Review Process. The School may be subject to an Interim Review Process in a year other than the final year of this Contract, at the sole discretion of the District. Similar to the Renewal Review Process, the Interim Review Process shall include multiple measures of progress towards the Performance Objectives as well as compliance with the other terms and requirements of this Contract. The Interim Review Process may require unique data submissions, meetings, discussions and/or school visits conducted by the District.
- J. Parent Satisfaction. Each year, the School shall administer a survey to measure the satisfaction of its parents and students. The School shall use, at a minimum, the satisfaction survey developed and scored by the District. The School may also administer its own satisfaction survey but this cannot be in lieu of the District survey.

- K. Failure to Meet Objectives. If the District reasonably determines that a) there is a substantial likelihood that the School will fail to meet or make reasonable progress toward achievement of the Performance Objectives, b) it will fail to meet generally accepted standards of fiscal management, c) it is failing to comply with District policies not expressly waived, or d) to address concerns regarding the health and safety of students and staff at the School, the District may invoke the right to review and require reasonable remedial action. In that event, upon written notice by the District, the School shall, within thirty (30) days of notice, propose a Corrective Action Plan. The District shall have the right to approve or reject the plan, and to monitor implementation of the plan. As part of the Corrective Action Plan, the District may require that the School identify specific interim performance objectives to be set and that this Contract be amended to include these interim performance objectives. These objectives must be agreed upon by the School and District and this right shall not supersede other rights provided around District action. If the School disputes these requirements or interim performance objectives, the School and District shall undergo the Dispute Resolution Process described in Section 25 of this Contract.
- a. The School acknowledges that achieving the Performance Objectives and complying with the material terms of this Contract is critical to meeting the needs of students in the District. The School shall actively monitor its own progress towards achieving the Performance Objectives and any benchmarks outlined in a corrective action plan, as applicable. If the School continues to fail to meet the Performance Objectives, the School agrees that its Board will consider the option of relinquishing this Contract. Further, the School acknowledges that a failure to meet the Performance Objectives is a material breach, as outlined in Section 20 of this Contract.

11. ENROLLMENT

- A. Enrollment Policy. As required by the Colorado Charter Schools Act, C.R.S. §22-30.5-104(3), the School shall make enrollment decisions in a nondiscriminatory manner and shall have and implement a recruitment and enrollment plan that ensures that it is open to any child who resides within the District. The School will develop and implement an annual recruitment plan, designed to provide access to all student populations which includes, but is not limited to, enrolling students that are eligible for free/reduced lunch, students with special needs, and English language learners, and represents the diversity of the District. The District may review this recruitment plan at any time upon reasonable request to the School.
- B. Enrollment Milestones. The School acknowledges that during the course of this Contract, it is critical to the ongoing viability of the School that the School maintain consistent enrollment aligned with District Projected Enrollment (“Projected Enrollment”) which the School shall have the opportunity to review and negotiate before being finalized. The following milestones are established regarding

enrollment:

- a. During the year preceding opening of the School:
 - i. By the end of the first round of School Choice (the District's district-wide enrollment system), on or around February 28, 2017, the School shall have and maintain enrollment of the greater of the following two levels: 60% of its Projected Enrollment or 75 funded students; and
 - ii. By May 15, 2017, the School shall have and maintain enrollment at the greater of the following two levels: 80% of its Projected Enrollment or 100 funded students.
 - b. During all subsequent years of operation, by the end of the first round of School Choice, on or around March 15th, the School shall have and maintain enrollment of at least 80% of its Projected Enrollment for the following school year. In the event that the School does not achieve 80% of its projected enrollment for the following year by March 15th, the School shall provide the District with a budget no later than April 1 that demonstrates, based on the District's sole discretion, that the School can operate the approved educational program based on the enrollment at the time of the budget submission.
- C. Maximum Enrollment. The maximum number of students who may be enrolled in the School shall be 125 students, unless the School and District mutually agree to increase this number. This maximum enrollment was determined pursuant to negotiations between the District and the School and is consistent with facilitating the academic success of students enrolled in the School and facilitating the School's ability to achieve the other objectives specified in this Contract. If the School wishes to enroll more than the maximum number of students listed above, the School must submit a written request to the District, in form and substance acceptable to the District, for review and consideration as an amendment to this Contract. This maximum enrollment should not exceed the capacity of the School facility. Each year, the School will be asked to affirm an annual maximum enrollment that will be used to determine mid-year enrollment and SchoolChoice numbers. For charter schools serving defined neighborhood boundaries, the District shall institute an overflow plan immediately upon the school reaching 105% of its maximum enrollment (or the agreed upon number as per above).
- D. Grade Configuration. The approved grade configuration for the School shall be 9 - 12. If the School wishes to add or drop grade(s) within the current grade segment (e.g., adding 9th grade to a 10-12 grade configuration or dropping 6-8 from a K-8 grade configuration), the School's board shall submit a written request for approval outside the District's Call for New Quality Schools process, in form and substance acceptable to the District for review and consideration as an amendment to this Contract pursuant to District processes. If the School wishes to expand to serve a new grade segment (e.g., elementary school, high school or middle school), the School's board shall submit an application for approval through the District's Call

for New Quality Schools process, in form and substance acceptable to the District for review and consideration as a new contract to serve the new grade levels. This application shall include an educational program plan and staffing, financial forecasts, evidence demonstrating the need for the new grade segment, alignment with regional feeder patterns, and demonstrations of community engagement and demand.

E. Enrollment Equity.

- a. Enrollment Priority. The School shall work with the School Choice office on an annual basis to set priorities. Annually, the School shall comply with the following priorities as well as any priorities outlined in the Facility Usage Agreement:
 - i. Provide priority to Denver resident students. That is, if the School shall have more applicants than it has space, preference shall be given to Denver resident students.
 - ii. If the School is in an Enrollment Zone, the School shall have a regional preference or boundary for students residing in that zone, to the extent that such preference is in compliance with the rules regarding start-up grants from CDE that the School receives.
 - iii. Once a student has been admitted through an appropriate process, including student enrolled at the School prior to the approval of this Contract, the school becomes that student's School of Record and that student may remain in attendance through subsequent grades, without regard to any priorities listed above.
- b. Student Movement After the First Round of SchoolChoice. To accommodate students physically moving into the District after the first round of SchoolChoice (after February 1st), the School agrees to enter placeholder slots (equal to 5% of total open across grade levels or a different mutually agreed upon number) in its enrollment lottery, if such a lottery is required because the School is over-subscribed. The District will be responsible for filling placeholder seats. As an outcome to the lottery, placeholder slots may end up on the accepted student list or on the waitlist. Between February 1st and the last Monday in the month of August, any student who moves into the District shall have the right to request one of the placeholder slots. The School shall hold these placeholder slots until the last Monday in the month of August, at which time it can draw students off its waitlist to fill any remaining slots so that the Schools can reach its target enrollment by October 1st.
- c. Student Movement After October Count Date. Pursuant to Colorado state law, students who enroll in the School shall have the right to remain enrolled in the School through the end of the school year, absent expulsion, graduation, court ordered placement, or IEP placement, or voluntary withdrawal by the student's guardian(s). After the October 1st Count Date, any movement of students between the School and any District school (including the school serving the

student's resident address that is not operated pursuant to a charter school contract) is subject to an agreement between the School and the Superintendent or his designee. The School agrees to use the standard District administrative transfer process. The School's enrollment will be counted on or before the October Count Date of each year, by a process implemented by the District. The School's waitlist cancels as of the October Count Date and should a student withdraw from or otherwise depart from the School after October 1st, the October Count Date, the School will be required to make the vacated enrollment slot available to a student moving into the District or for an administrative transfer, if such student requests to enroll at the School. The School shall not be required to accept such a student into a vacated seat in the 11th or 12th grades.

- d. Enrolling New Students Moving into the Community. Schools operating in District facilities the Network/School shall enroll new students that move into the region surrounding the school, the definition of which shall be negotiated with the District, after the October Count Date proportionate with other surrounding schools, even if current enrollment is at or above the level at which the school was funded. Such enrollment will be limited to 5% above the School's total funded students. The agreement to take new students once the school year has commenced will have no bearing or impact on the lottery for open seats that occurs prior to the start of the school year.

12. ENGLISH LANGUAGE LEARNERS

- A. English Language Learners. The School shall implement a program for English Language Learner (ELL) students that uses efficient and effective techniques to provide ELL students with the English language skills they need to meaningfully and equally participate in the School's mainstream English language instructional program.

To satisfy the three-pronged test set forth in *Castaneda v. Pickard* (1981), the School must meet the needs of ELL students in several critical areas, as follows:

- a. The School shall follow the District's procedures for identifying, assessing and exiting ELL students, consistent with state and federal law.
- b. The School is required to provide and demonstrate evidence of an English language development block for all ELL students that uses research-based curriculum and resources specifically selected by the School for ELL students.
- c. The School shall provide Transitional Native Language Instruction (TNLI); or an equivalent in native language supports if it is serving a significant number of ELL students; or provide a program based on an educational theory recognized as sound by experts in the field or that is considered by experts as a legitimate experimental strategy with the resources and

- personnel to implement this theory effectively.
- d. The School shall assess whether the program is being implemented with fidelity and conduct ongoing evaluation and adjustment of programs to ensure language barriers are actually being overcome.
 - e. The School shall provide English Language Acquisition (ELA) program services by ELA teachers who are fully qualified based on acceptable evidence-based standards such as completion of the District's ELA training program or a District approved training program as designed by the School, or possession of a current Culturally and Linguistically Diverse certification. In addition, all teachers must be Highly Qualified pursuant to federal requirements.

The District and School will work collaboratively to ensure that the ELA program complies with state and federal law as well as any court order applicable to the District's ELL programs, including the Consent Decree adopted by the US District Court in the case of Congress of Hispanic Educators v. DPS (1:95-DV-02313), in a manner that preserves the essential nature of the unique educational program of the School. If the School and the District disagree as to the correct interpretation or application of a statute or regulation concerning the education of English Language Learners, the District's position will control, provided the School may pursue dispute resolution while implementing the District's interpretation.

13. STUDENTS WITH DISABILITIES

- A. Students with Disabilities. Notwithstanding anything in this Contract to the contrary and unless otherwise agreed to by the Superintendent or his designee and the School, special education services, related services, and accommodations for students who are eligible under the Individuals with Disabilities Education Act (IDEA), Section 504 of the Rehabilitation Act of 1973 ("Section 504"), or the Americans with Disabilities Act (ADA) shall be provided as follows:
 - a. The District's Responsibilities. The District, as the Local Education Agency (LEA), is responsible for ensuring that the requirements of federal special education law and regulations are met in the School, and that special education and related services are provided in the same manner that the District provides such services in other schools in the District. Accordingly, the District will provide forms, documents, and procedures. Regardless whether the District or the School provides special services staff, the District will oversee and monitor all referral processes, evaluations, reevaluations, eligibility determinations, placement decisions, and development and implementation of IEPs for students with disabilities. If the School chooses to employ its own special service providers, the school will ensure that there is adequate

staff to meet the services identified for students with disabilities based on student-staff ratios. Additionally, the District will oversee procedural compliance with federal and state law and regulations concerning the education of students with disabilities. If the School and the District disagree as to the correct interpretation or application of a statute or regulation concerning the education of students with disabilities, the District's position will control. The District will provide training, consultation and advice to the School as needed with regard to Section 504 compliance, including legal interpretations, recommendations for intervention strategies, and assistance in conducting Section 504 Plan and review meetings.

- b. The School's Responsibilities. The School will comply with all Board policies, procedures and regulations, and the requirements of federal and state law and regulations concerning the education of students with disabilities. The School will cooperate with and assist the District in the delivery of special education services. By way of illustration and not by way of limitation, such cooperation and assistance shall include making available reasonable times and places, including an appropriate resource room or work area, during the regular school day for the provision of special education services, providing time at the School's expense for the student's general education teachers to attend IEP meetings and other meetings and to provide consultation to the District's special education staff concerning students, and providing appropriate meeting rooms at the School site for meetings with parents. Additionally, the School will be responsible for compliance with Section 504 and the ADA in its general curriculum, including but not limited to implementation of any formal Section 504 Plan that has been developed for a student.
- c. The School shall employ the teachers, administrative and special services staff, and paraprofessionals (except as provided herein) necessary to provide specialized instruction to its students with mild/moderate disabilities. Such teachers, staff, and paraprofessionals shall be properly trained, licensed and endorsed to provide the special education services for which they are employed, and such teachers, staff, and paraprofessionals shall have such other training and qualifications as the District may in its discretion prescribe from time to time for similarly situated District teachers and paraprofessionals. The number of teachers, staff, and paraprofessionals employed to provide specialized instruction to mild/moderate students of the School shall be determined in accordance with generally applicable District requirements. The District reserves its right to require the School to assign a different teacher to provide specialized instruction to mild/moderate students if the District determines that the teacher employed by the School in that capacity is not properly trained or qualified or is not delivering special education

services in accordance with applicable law or District policies.4.

- B. Provision of Services for Mild/Moderate Needs Students. The School shall provide a Free and Appropriate Public Education (FAPE) to students with mild or moderate needs in accordance with the student's IEP or 504 plan. The provision of FAPE will include providing a full continuum of services to identified mild or moderate students in the Least Restrictive Environment (LRE).
- C. Provision of Services for Students with Severe Special Needs. If asked by the District, the School shall work with the District to develop a plan and program to host a center-based program to serve students with severe special needs, as outlined herein. The District shall notify the School at least 12 months prior to the intended opening of the center-based program. The District and School shall work jointly to determine if the School is an appropriate host for one or more programs to serve students with severe special needs. In the event the District and the School agree to place students with severe special needs at the School, the School and the District agree to address all issues necessary or proper to the implementation of necessary programming, including but not limited to the anticipated nature and characteristics of the severe needs program or programs to be maintained by the School, the role of the School and District personnel in the delivery of services to such students, the expected content of communications to parents or the public regarding such services or program, responsibility for student transportation, and the financial arrangements to support such services or programming.
 - a. Funding for students in a center-based program. Schools that serve students with severe special needs shall receive funding and support from the District in accordance with state and federal law, including the following: the standard per pupil operative revenue per the formulas in place for that school year; salaries of staff, equal to the average salaries of the District staff working in comparable programs; and direct initial funding to the program that is equitable with levels of funding provided to comparable District programs serving comparable students. The District agrees to make available upon request timely information regarding the cost of services being provided to students with severe special needs by program types and schools.
 - b. Program design and staffing for a center-based program. The District and the School shall engage in a collaborative process to outline the program design. Parties will mutually agree to the timeline for implementation as well as the program materials and approaches to be utilized. The design, staffing and structure of the program must be in compliance with the IDEA. For any disagreements between the School and District which may impact compliance with IEPs or the IDEA, the District's decision shall control. Staff members working in the center program shall be employees of the School, not of the District. As such,

the School shall ensure that all staff members meet the licensure standards applicable throughout the District and actively participate in the necessary training to maintain their skills and licensure; and implement and provide special education services in accordance with the terms and conditions of each student's IEP. The School shall provide to the District, prior to making a final offer of employment to each prospective staff member for the center based program, the following information and documentation regarding such prospective staff member:

- i. Copy of current license, registrations, and/or certifications
 - ii. Proof of completion of education requirements
 - iii. Resume/References
 - iv. Background Check
 - v. Drug Screening (if necessary as determined by DPS or if required by law)
- c. Student Enrollment, Placement and Transfer in center-based programs. Students shall be placed in the School's severe needs program by the District, which will work with the School to ensure that the School can adequately serve students placed in the program. All such decisions shall be made in consultation with the staff members of the program, student's parents and are consistent with the enrollment, placement, transfer and removal process as established by the District. After consultation, if the District determines that the center-based program is the appropriate program for a student, that student shall be enrolled in the program. If possible, the District will work to place students in advance of the start of the school year.

D. Admission Process/Procedure. To ensure that the needs of students with disabilities are met, the School shall do the following:

- a. Following the application deadline and upon completing the lottery, if any, the School will obtain from the District the student or the student's most recent district of attendance the most recent IEP or Section 504 Plan, if any.
- b. Immediately upon the receipt of the student's IEP or Section 504 Plan by the School, the materials will be provided to the appropriate school personnel for review.
- c. If the student is currently receiving mild/moderate services through an IEP, or is currently served through a Section 504 Plan, the School shall enroll the student unless there are physical barriers to the student's access to the School. If the school believes there are physical barriers to the student's access to the School, an enrollment team (team which shall include the School Principal or designee, the

School special education chairperson, the parents, and a District representative) will review the IEP or Section 504 Plan and will make a determination whether the services and space available at the School are sufficient to deliver the program required by the IEP or to provide the accommodations required in the Section 504 Plan. If the enrollment team cannot reach consensus that a student is able to be admitted, the District shall make the final determination regarding whether the student can receive FAPE in the Least Restrictive Environment (LRE) at the school.

- d. When a student with disabilities who has been placed in a severe needs program by an IEP Team or who has intensive service needs as identified by an IEP Team applies for admission into the School, the enrollment team (as described above) shall convene a meeting. The student's application for admission is contingent upon the determination by the enrollment team that the student can receive a FAPE in the LRE at the School, subject to the provisions outlined in Section 11.A above. If the determination is that FAPE is not available, the student's application for admission will be denied and the student's current placement will remain as determined by the student's current IEP.
 - e. Admission of applicants with an IEP or Section 504 Plan shall be in compliance with District requirements and procedures concerning the education of students with disabilities. Every student who is admitted with an IEP or Section 504 Plan from his/her previous school will be placed directly in a program that meets the requirements of such IEP or Section 504 Plan, unless and until a review staffing by the IEP team or 504 Plan review meeting is held and the IEP or Section 504 Plan is changed.
- E. Responsibility to Defend. The District will handle, at its cost, administrative and court proceedings and provide for the defense and payment of any claims, awards, or damages, including attorneys' fees, resulting from any alleged violation of any applicable law or regulation pertaining to the education of students with disabilities who are enrolled in the School, provided that the School gives its full cooperation to and follows the advice and instructions of the District in special education and 504-related matters, and is in compliance with the terms of this Contract.
- F. Third Party Providers and Consultants. Because the District remains responsible for special education services in the School under federal law, the School shall not engage the services of any third party to provide special education and/or related services, without first obtaining the written approval of the District, which approval the District may withhold in its sole discretion. In the event that the School believes that an arrangement for a third party to provide special education and related services is needed, the School shall make a written request

for the same to the District, setting forth the reasons for such request. The District will initiate discussions with the School administration as needed, and will make a decision regarding the requested third party services on the same basis as such decisions are made in and for other District schools.

- G. Compliance with Charter Schools Act. The Parties acknowledge that they have negotiated alternative arrangements for the provision of federally required educational services, as permitted by C.R.S. § 22-30.5-112 (2) (a.8), and that this Contract sets forth the agreed terms of those arrangements.
- H. Discipline of Special Education Students. The School shall ensure that each School's discipline policy as implemented for students with disabilities is in compliance with Section 22-32-109.1 and 22-33-105 of the Colorado Revised Statutes and the out-of-school suspension and expulsion procedures outlined in DPS Board Policy JK and Regulation JK-R, each as revised from time to time, or if the School receives a waiver from Board Policy JK and Regulation JK-R, as outlined in the School's replacement policy, to ensure equity across all students.

14. SCHOOL CALENDAR

- A. The School shall adopt a school calendar with an instructional program that meets the compulsory school attendance requirements of state law, financial guidelines, and state regulations. The fiscal year for the School will be from July 1st to June 30th. Each year the School will develop a calendar and submit it to the District by April 15th. The School will implement a calendar with at least as many instructional hours as the District.

15. TUITION

- A. The School will not charge tuition for general education to students who reside in the District, except as permitted by the sliding scale fees applied to full-day ECE and Kindergarten programs, as set forth by the District. Tuition for nonresident students may be charged in accordance with state law and such District policies and procedures as may be adopted from time to time.

16. FACILITIES AND LOCATION

- A. The District will help support the School's facility needs by providing for the following:
 - a. Inclusion in District General Obligation Bond Elections. Pursuant to CRS § 22-30.5-404, the District shall appoint a representative of charter schools to the school district's long range planning committee and any committee established by the school district to assess and prioritize the district's capital construction needs and shall notify charter schools of

the committee's meeting schedule. The District shall invite each Charter school to a discussion regarding the possible submission of a Bond no later than June 1 of the applicable election year. The School shall have the opportunity to be considered for and included in any District General Obligation Bond Elections for charter capital construction needs, in accordance with the requirements set forth in C.R.S. § 22-30.5-404. Capital construction projects shall be consistent with the purposes set forth in C.R.S. §§22-42-102(2)(a) to (2)(a)(V). Determination of whether to include the School's request in the Bond Election is at the discretion of the District.

- b. Provision for Independent Charter School Mill Levy. The School shall have the opportunity to request that the District submit to the eligible electors of the District the question of whether to impose a mill levy for the purpose of financing capital construction for the School in accordance with C.R.S. § 22-30.5-405. Any election called for by a special charter school mill levy shall have the costs borne by the School. Determination of whether to include the School's request in a Mill Levy Election is at the discretion of the District, unless required by law.
- c. Facility Needs. The District shall cooperate with the School in providing information available to the District regarding available facilities, furniture and equipment, if any, and will consider any request of the School for the use of such resources by the School.
- d. Access to District Facilities. The School shall have the right to apply to the District for consideration for District facilities pursuant to the District's policies regarding facility allocation and co-location and the established District facility allocation and co-location processes. If a School is approved for placement in District facilities, the District shall make the space available without charging rent, and all other applicable services for operations and maintenance shall be made available at cost, according to the terms of the Facility Use Agreement. The Facility Use Agreement will outline mutual responsibilities of the School and the District that are necessary for the School to occupy a District owned facility. The term and duration of the Facility Use Agreement shall match the term and duration of the Charter Approval of the public school in that facility, subject to the terms and conditions of the Facility Use Agreement.
- e. Notice of Bond Elections. The District Board shall provide the School with advance notice of any District Board of Education meeting at which it considers a proposed District General Obligation Bond Elections for charter capital construction needs, in accordance with the requirements set forth in CRS § 22-30.5-404, or a proposed mill levy for the purpose of financing capital construction in accordance with CRS § 22-30.5-405.

B. Location. The location of the School shall be consistent with the School

Application and acceptable to the District. The School shall be located at 2417 W. 29th Avenue, Denver, CO 80211. The School may change its location only after obtaining written approval from the District Board, subject to such terms and conditions as may be specified by the Board. Any change in location of the School shall be consistent with the Application and acceptable to the District.

- C. Use of the Facility by the School. If the School operates in a District facility, the School will use the facility for the sole purpose of operating a public school as authorized by this Contract and only those activities ordinarily incidental to the operation of a public K-12 school will be permitted on the School premises. The School's use of such facility shall be governed by a separate Facility Use Agreement to be negotiated by the parties. Further, if the School operates in a District facility, the School may not lease, sublet, or otherwise grant to any third party any right to enter upon or use the premises without the written approval of the District, provided that the School may permit use of the facility by persons or groups associated with it for functions and activities consistent with the use of a public school building, and in accordance with District policies regarding facility use or an alternative policy agreed to by the District. In any event, the School will not carry on, nor will it permit, any activity that would threaten or endanger the health or safety of occupants, the structural integrity of the facility, or the insurability of the facility.
- D. Certificate of Occupancy. If the School is located in a private facility, it shall have the obligation to provide the District with a Certificate of Occupancy on an annual basis no later than August 1st of each year.
- E. Inspections. The District will have access at all reasonable times to any facility owned, leased or utilized in any way by the School for purposes of inspection and review of the School's operation and to monitor the School's compliance with the terms of this Contract.
- F. Impracticability of Use. If use by the School of a facility is rendered impracticable by any cause whatsoever, or if the funds necessary to construct/renovate or upgrade a facility cannot be secured, the District shall not be obligated to provide an alternative facility for use by the School. However, if such an event occurs, the District shall use its best efforts to locate or provide an alternative facility for use by the School.

17. FINANCIAL COMPLIANCE

- A. The School shall comply with all state financial and budget rules, regulations, and financial reporting requirements with which the District is required to comply, including but not limited to:
 - a. Audit. The School shall undergo an independent financial audit conducted in accordance with governmental accounting standards and GASB Standards performed by a Colorado certified public accountant each fiscal year that meets state requirements and is acceptable to CDE. The results of the audit,

as approved by the School's governing board, will be provided to the District in written form by September 15th of each year. The School will pay for the audit. In addition, the School shall transmit the final trial balance to the District using the CDE chart of accounts with the submission of the annual independent financial audit. If such audit is not received by September 15th of each year, it shall be considered a material breach of Contract which the School shall have 10 days, or such other time as the Parties may agree, to cure.

- b. Interim Reports. The School shall prepare quarterly financial reports for all funds for the District in compliance with C.R.S. § 22-45-102(1)(b). Such reports shall be submitted to the District no later than twenty (20) days or otherwise agreed upon by both parties in writing following the end of each quarter except for the fourth quarter report which shall be submitted no later than thirty (30) days following the end of the fiscal year.
- c. Records. The School agrees to maintain financial records in accordance with the appropriate governmental accounting method and to make such records available promptly to the District upon request.
- d. Financial Policies. The School shall use and follow all polices in the Financial Policies and Procedures Handbook from CDE, chart of accounts, and appropriate use of account codes, including grant codes using templates provided by the District as mandated by CDE.
- e. Fund Compliance. In the event that the School accepts state or federal funds, the School shall adhere to state and federal guidelines and regulations regarding the appropriate budgeting, expenditure, accounting and reporting for such funds.
- f. Transaction Records. The School shall record all financial transactions in general, appropriations, and revenue and expenditures records. Appropriate entries from the adopted budgets shall be made in the records for the respective funds. Separate accounts shall be maintained for each of the funds.
- g. Fund Transfer. The School shall not transfer funds from one fund to another without a charter school board resolution authorizing such action.
- h. Fund Repayment. The School shall repay inter-fund loans within three months after the beginning of the following budget year.
- i. Reconciliation and Public Inspection. The School shall assure that all records for the School are maintained at the School administrative office, are posted and reconciled at least monthly and are open for public inspection during reasonable business hours.
- j. Annual Budgets. The governing board of the School shall adopt an annual budget and a budget statement for all funds that describes the major objectives of the educational program and manner in which the budget proposes to fulfill such objectives. On or before May 1st of each year, the School will submit to the District a draft proposed budget for the upcoming

fiscal year. The District will review and contact schools if there are any areas of serious concern within two weeks of submission. On or before June 1st of each year, the School will submit to the District the School's adopted budget for the upcoming fiscal year (July 1st to June 30th) that has been reviewed and approved by the School's governing board. If the budget submitted by the School does not comply with this Contract, and if the District and the School are unable to agree upon modifications to the School's proposed budget, the District may approve the School's budget with modifications reasonably necessary to ensure that the budget provides sound fiscal management and supports the educational program. The School is required to provide reconciliation between the beginning fund balance on a budgetary basis and on a modified accrual basis of accounting. The reconciliation shall include but need not be limited to the liability for accrued salaries and related benefits. The reconciliation shall be included with the final version of the amended budget and the annual audited financial statements. The School shall not expend any moneys in excess of the amount appropriated by resolution for a particular fund, may not non-appropriate annually contingency reserves in excess of 15% of annual budgeted appropriations, and shall not have a deficit in the School's unassigned fund balance or proprietary fund unrestricted net position if reported. The School shall adopt a budget and an appropriation resolution for each fund for each fiscal year, prior to the beginning of the fiscal year. The budget shall:

- i. Be presented in a summary format which is understandable by any layperson reviewing the budget;
- ii. Be presented in a summary format that will allow for comparisons of revenues and expenditures among District schools by pupil;
- iii. Be presented in a format that itemizes expenditures of the School by fund and by pupil;
- iv. Show the amount budgeted for the current fiscal year;
- v. Show the amount estimated to be expended for the current fiscal year that is coming to a close;
- vi. Show the amount budgeted for the ensuing fiscal year when the budget will be in effect;
- vii. Specify the proposed expenditures and anticipated revenues arising from the contracting of bonded indebtedness by a capital improvement zone located within the school district if applicable;
- viii. Ensure that the School holds unrestricted general fund or cash fund emergency reserves in the amount required under the provisions of Article X, § 20(5) of the Colorado constitution (TABOR); and
- ix. Not provide for expenditures, inter-fund transfers, or reserves in excess of available revenues and beginning fund balances.

k. Budget Expenditures. The School shall establish procedures for ensuring that

funds are disbursed for approved expenditures consistent with the School's budget.

- l. Allocation of Funds for At-Risk Pupils. The School shall spend 75% of at-risk funds for direct instruction of at-risk pupils or staff development associated with teaching at-risk pupils as specified in C.R.S. § 22-54-105 (3)(a).
- m. School Finance Act. The School shall comply with any other requirement imposed through the School Finance Act, from time to time, on charter school finances, budgeting, accounting and expenditures, provided that the District shall provide annual notice and information regarding material changes to the School Finance Act and the parties will collaborate to assure that they each remain reasonably current on the impact of School Finance Act modifications on charter schools. The parties agree that the School retains primary responsibility for compliance with the School Finance Act.
- n. Public School Financial Transparency Act. The School shall comply with any requirements imposed through the Public School Financial Transparency Act, including but not limited to school-level reporting required by that Act.

18. DISTRICT FUNDING

A. Revenues.

- a. School per Pupil Revenue Funding (PPR). In each fiscal year during the term of this Contract, the District shall provide 100% of the School's PPR to the School minus the amount of the School's proportionate share of the central administrative overhead, as provided by law or as agreed to, in writing, by both Parties in any subsequent written agreement less deduction for purchased services, less other deductions as provided herein and adjusted as provided herein. District per pupil revenues will have the meaning defined in C.R.S. § 22-30.5-112(2)(a.5) or C.R.S. § 22-30.5-112.1, whichever is applicable, and shall include, when required by law, supplemental kindergarten funding. Any subsequent CDE audits of District pupil counts and per pupil revenue that impact the funding received by the School, will be reflected as an adjustment to subsequent payment from the District to the School.
- b. Mill Levy Funds. The District shall pay to the School its proportionate share of the 1998, 2003, 2012, and 2016 Mill Levy Override Funds, and any future mill levy funds approved by voters, for which it is eligible and the School agrees to use such funds in accordance with Board approved guidelines and ballot measure language approved by voters. In the case of Alternative Education Campuses, the District shall pay to the Schools its share of the 1988 Mill Levy Override Funds in accordance with annually published District guidelines governing the use of such funds.
- c. Categorical Aid.
 - i. Federal: Each year the District shall provide to the School the

School's proportionate share of applicable federal Every Student Succeeds Act (ESSA) funding (e.g. Title I, Title II, Title III, Title IV or Title V) received by the District for which the School is eligible. Schools are eligible for such funds upon approval of their plans for such funds either by the District or the Colorado Department of Education as required. Funds shall be distributed on a documented expenditure reimbursement basis on a monthly interval as long as the School provides the District with the required documentation. In order to receive the full share of Federal funding, the School must fully participate in the ESSA requirements as receiving schools for students choosing to leave an underperforming school.

- ii. State: By January 15th the District shall provide to the School the School's proportionate share of applicable Gifted and Talented and CDE-40 Transportation funds so long as the school is in compliance with all state and district regulations. CDE funding for ELPA is determined by the State's finalized October count with budget approval from the State Legislature. CDE allocates Amendment 23 capital construction funds to the District on a rolling basis determined by the date each payment request is sent to CDE. Within 15 business days of receipt of ELPA, Amendment 23 capital construction, and any other State Categorical Aid, the District shall provide to the School the School's proportionate share of applicable state categorical aid received by the District for which the School is eligible. Schools are eligible for such funds upon approval of their plans for such funds either by the District or the Colorado Department of Education as required.
- d. Participation in Other District Programs. No student may be jointly enrolled in the School and another District school or program without the written permission of the District and the School. Such written permission shall include the manner in which the costs of the instruction shall be divided between the School and the District. Payment by the School to the District, if any, pursuant to any such agreement shall be deemed payment for a purchased service under the Charter School Act. No student shall be entitled to instructional time that would be more than the equivalent of a 1.0 FTE, even if the student meets the requirements for full time funding at one or both schools. If no written agreement is reached and the student is enrolled in one or more District programs, the District and the School may each count the pupil as a .5 FTE for funding purposes, if the pupil's participation meets the eligibility for such funding based on state requirements. If a student is included in the state-reported enrollment count at one location only, then the receiving location is to remit to the other location its share of the funding.
- e. District Services. Except as may be expressly provided in this Contract, as set forth in any subsequent written agreement between the School and the

District, or as may be required by law, the School will not be entitled to the use of or access to District services, supplies, or facilities. Such agreements by the District to provide services or support to the School shall be subject to all terms and conditions of this Contract, except as may be otherwise agreed in writing.

- i. Special Education Services. The School shall pay to the District an amount equal to the per pupil cost incurred by the District in providing federally required educational services, multiplied by the number of students enrolled in the School. The per pupil cost shall be equal to the total budget for special education, (to include the General Fund special education and related specialized services expenditures plus special education transportation expenditures) less any categorical special education revenue received by the District, less the proportionate share of any categorical transportation revenue received by the District, less the District expenditures for mild/moderate teachers working in District-run schools, divided by the total number of students enrolled in the District. Charges to the School may be withheld from the funding provided to the School pursuant to Section 16.A.f below.
- ii. School Option to Provide Certain Specialized Services. Subject to the provisions set forth in Section 11 above and its subsections, the District and the School may enter into an agreement, subject to annual renewal, whereby the School accepts the responsibility to provide certain specialized services directly to students for a given school year, rather than having the District provide these specialized services. Such services may include social work, nursing and psychology services to students. In all cases, the School must comply with personnel licensure requirements as specified by the State of Colorado as well as any qualifications or credentials necessary to comply with the federal ESSA rules. The School must follow a District-provided timeline to notify the District that the School intends to provide such services directly. The School must further supply proof of credentials and qualifications to the District, for any personnel engaged to provide such services, by a deadline set by the District.
- iii. Student Information Data Processing System. The District shall provide to the School the use of the District's student information data processing system. The use of such system is essential to the transmission of data between the School and the District to fulfill District, state and federal reporting requirements. The School shall use such system and shall adhere to all District directives, processes and timelines, with respect to such use. Accurate information will be provided by the School according to District-provided timelines to ensure state and federal reporting deadlines are met including such

documentation as is required to verify student enrollment. In addition, the data recorded in the student information system informs certain measures on the District SPF and the State SPF. The School shall install and maintain such equipment as is necessary to use such system. The District shall provide access to the system and timely support for its use as part of its role to authorize and oversee the School.

- iv. Direct Costs. The School and the District agree to negotiate payment to the District of the School's share of the direct costs incurred by the District for charter schools pursuant to C.R.S. §§22-30.5-112(2)(a.9), (b.5). Such negotiations shall be concluded by June 15th of the year preceding that to which the costs apply or at a mutually agreed upon time by the District and the School.
- v. Other Purchased Services. The School may request that the District negotiate for the direct purchase of District services not otherwise included in this Contract pursuant to C.R.S. §§22-30.5-112(2)(a.9), (b). Such negotiations shall be concluded by June 1st of the fiscal year preceding that to which the purchased services apply, unless otherwise agreed to by both Parties.
- vi. Unique Services. Funding shall be adjusted for any unique services provided by the District to the School pursuant to written agreement of the Parties. Such unique services may include those outlined in the Facilities Use Agreement, referenced in Section 14.A.d, which shall be applicable should the School occupy a District owned facility.
- f. Disbursement of PPR. The District will disburse PPR to the School as follows:
 - i. On July 15th of each District fiscal year, twenty-five percent (25%) of the District funding provided for Projected Enrollment as defined by the District on October 1st of that year shall be disbursed to the School. It is understood and agreed that this July 15th installment will be remitted only upon the District receiving all of the following: the School's approved budget as required by Section 15.A.j of this Contract; proof of insurance; the School's calendar; the School's board member roster; contact information; disclosure information using forms supplied by the District; replacement policies for District policies that have been waived by the Board of Education; and, in each year following the first year of operations, proof of previous year's pension and COP payments, and fire drill records. The Parties acknowledge that such conditions placed on receipt of funds are authorized under C.R.S § 22-30.5-105(2).
 - ii. On October 15th of each year, twenty-five percent (25%) of the funding provided for Projected Enrollment on October 1st of that year shall be disbursed to the School. It is understood and agreed that the

- October 15th installment will be remitted only upon the District receiving the following: an emergency plan for the current year and, in each year after the first year of operation, a successfully completed annual audit conducted by an independent auditor using governmental auditing standards and GASB Standards accounting guidelines; the fiscal year-end trial balance; and information necessary for an annual review of the School's academic, operational, and financial performance in a format agreed to by the District. If a successfully completed financial audit, as required in this paragraph, is not received by September 15th, the October 15th payment, and all subsequent payments due under this Contract, shall be withheld until such time that the School submits the required audit and trial balance.
- iii. On January 15th of each year, twenty-five percent (25%) of the funding adjusted to reflect the official pupil membership on October 1st of that school year and Colorado Department of Education calculation of the District's per pupil funding payable under this Contract.
 - iv. The remaining state funds adjusted to reflect the official pupil membership on October 1st of that school year and Colorado Department of Education calculation of the District's per pupil funding payable under this Contract shall be disbursed on April 15th each year.
- B. Adjustment to Funding. The District's disbursement of funds will be adjusted as follows: January 15th and April 15th of each year, funding may be revised based on the number of FTE pupils actually enrolled at the School as determined at the October 1st count and included in the official membership count, and to reflect any change in PPR, positive or negative, so that the overall funding for the year is equal to the PPR provided for in this Contract. Funding on January 15th and April 15th may also be adjusted for any services provided by this Contract. Additional adjustments to funding may be made after January 15th and April 15th should CDE's calculation of the District's per pupil funding change (positive or negative.)
- C. School Payments to the District. No later than the last workday of each month during the term of this Contract, the School shall remit its share of the District's COPs payment to the District based on district guidelines. The COPs rate will be determined annually by the District at annually established rates consistent for all District schools. The annual COPs rate is calculated by taking the total COPs obligation divided by total covered payroll. Payroll detail and computations must be provided in an acceptable format at the District's request.

19. NON-APPROPRIATION OF FUNDS BY THE DISTRICT

- A. The Parties agree that the funding for the School shall constitute a current expenditure of the District. The District's funding obligations under this Contract

will be from year-to-year only and shall not constitute a multiple fiscal year direct or indirect debt or other financial obligation of the District. The District's obligation to fund the School shall terminate upon non-appropriation of funds for that purpose by the Board of Education for any fiscal year, any provision of this Contract to the contrary notwithstanding.

20. SCHOOL OPERATION

- A. Operation as a Public School. The School shall operate in all respects as a nonsectarian, nonreligious, non-home based public school. The School shall not be affiliated with any non-public sectarian school or religious organization.
- B. Open Meetings and Open Records Laws. The School acknowledges that it is subject to the provisions of the Colorado Open Meetings Law and Open Records Act, and agrees that it will comply with the provisions of such laws in connection with all of its activities.
- C. Nondiscrimination. The School shall not discriminate against any person on the basis of race, creed, color, sex, national origin, religion, ancestry, sexual orientation, gender identity or disability. To the extent the School engages in or is alleged to have engaged in discriminatory practices, it expressly agrees to hold harmless and indemnify the District, its board members, officers, employees, and agents from all liability, claims and demands arising from any suit, action, grievance, charge or proceeding, pursuant to this Contract.
- D. Operational Powers. The School will be fiscally responsible for its own operations, and will have authority independently to exercise the following powers (together with such powers as provided for elsewhere in this Contract): contracting for goods and services; preparation of budgets; selection, supervision, evaluation, and determination of compensation for personnel; promotion and termination of personnel; leasing facilities for school purposes (subject to Board approval); accepting and expending gifts, donations, or grants of any kind in accordance with such conditions prescribed by the donor as are consistent with law and this Contract; and adoption of policies and bylaws consistent with the terms of this Contract. Any borrowing above five percent (5%) of the School's budget will be subject to prior District approval.
- E. Authority of Governing Body. The School's governing body shall have full authority and responsibility, including ultimate responsibility for school fiscal, legal and contractual compliance matters, as is appropriate to a Colorado charter school and Colorado nonprofit corporation and all authority and responsibility necessary or proper to exercise the powers granted by this Contract or by law. The School's governing body shall have, understand, and meet the fiduciary duties imposed on such bodies by operation of law and shall, conversely, enjoy all individual immunities from liability provided by law. Nothing in this Contract may be construed as a waiver of individual immunity from liability, in any form, granted by law to a School director, employee, volunteer, agent or representative.

- F. Administrative Records. The School will maintain all administrative records, including student academic and personnel records, required by law and District policies and procedures, to the extent no waivers apply. In particular, subject to any applicable waiver, the School shall maintain such student records as the District maintains through its student information applications and shall use the District's student information data processing system to maintain such records. In addition, the School agrees to maintain all official personnel records including background checks and official documents verifying the Highly Qualified status of teachers and other applicable personnel according to any document retention and record keeping policy adopted by the School from time to time. The School agrees to make all administrative and student records promptly available to the District upon request.
- a. The School shall comply with The Family Educational Rights and Privacy Act (FERPA) (20 U.S.C. § 1232g; 34 CFR Part 99).
- G. No Encumbrances. During the term of this Contract, the School will not encumber to any third party any of its assets without the written permission of the District.

21. EMPLOYMENT MATTERS

- A. No Employee or Agency Relationship. Neither the School nor its employees, agents or contractors are employees or agents of the District; and neither the District nor its employees, agents nor contractors are employees or agents of the School. None of the provisions of this Contract will be construed to create a relationship of agency, representation, joint venture, ownership, or control of employment between the Parties other than that of independent Parties contracting solely for the purpose of effectuating this Contract.
- B. Pension and Benefit Plan. Pursuant to C.R.S. § 22-30.5-111(3), employees working at the School shall be members of the Public Employees Retirement Association (PERA). No later than the last workday of each month during the term of this Contract, the School shall remit employer and employee contributions directly to PERA. Such contributions shall be subject to annual revision in accordance with the requirements of the PERA Retirement Plan. PERA rules and regulations shall govern PERA-related benefits for School employees participating in PERA, as amended from time to time. The School agrees to identify and inform the District and PERA of employees of the School and changes in the identity of employees of the School. The School may adopt additional employee benefit plans in its determination and discretion.
- C. District Teachers. Current teachers of the District who are selected for employment by the School are eligible for a one-year leave of absence from their employment with the District while they are employed at the School and may be eligible for two additional one-year leaves of absence while they are employed by the School upon mutual agreement between the teacher and the District. The status of any teacher in the District employed by the School will not be affected by such employment; however, the period of time a teacher is employed by the School will not be

considered for purposes of calculating District employment time, District salary, or probationary time, or for similar purposes. At the end of three consecutive one-year leaves of absence, the relationship between the teacher and the District will be determined by the District.

- D. Teacher Membership in Professional Organizations. Teachers at the School have the right to join, or refrain from joining, any lawful organization for their professional or economic improvement and for the advancement of public education. Membership of a teacher in or financial support for any organization shall not be required as a condition of employment with the School.
- E. Background Checks. The School agrees to obtain and retain copies of fingerprint and background checks for all employees. The School shall give notice to the District of any employee it finds who has a prior conviction of a felony and of any employee who is convicted of a felony during the term of an employee's employment. The District may conduct background checks of School employees as it deems necessary for the health and safety of students at the District's sole cost and expense. The School may request that the District provide fingerprinting services to assist with conducting personnel background checks, as well as drug-screening services, should the School desire such services. Such services would be provided to the School at cost, per terms agreed to by the School and District.

22. BREACH OF CONTRACT, TERMINATION, AND DISSOLUTION

- A. The grounds and procedures for termination of this Contract and dissolution of the School will be as follows:
 - a. Termination by the District. This Contract may be terminated, after written notice to the School, and the charter revoked by the Board upon recommendation of the Superintendent. Any termination or revocation shall take effect after the School has had the opportunity to exhaust its first appeal to the State Board of Education. In order to minimize the disruption to students, the effective date of the termination shall be no sooner than the end of the current semester, unless termination on a different date is reasonably necessary to protect the health, safety, or welfare of students or staff. The Contract may be terminated for any of the following reasons:
 - i. The School materially violates any terms of the charter contract and fails after a reasonable period of time to substantially cure the violation;
 - ii. The School meets any of the grounds for revocation provided for under the Charter Schools Act as they exist now or may be amended (C.R.S. § 22-30.5-110(3)-(3.5));
 - iii. If the School is required to submit a turnaround plan pursuant to C.R.S. § 22-11-210(2) for two consecutive years and the school fails to provide evidence acceptable to the District Board that the School is making sufficient improvement to

attain a higher accreditation category within two school years or the school is required to submit a turnaround plan pursuant to C.R.S. § 22-11-210(2) for a third consecutive school year;

- iv. The School is bankrupt or insolvent.
- b. Other Remedies. The District may impose other appropriate remedies for breach including, but not limited to, revocation of waiver(s) and withholding of funds.
- c. Termination by the School. Should the School choose to terminate this Contract before the end of the contract term, it may do so in consultation with the District Board at the close of any school year and upon written notice to the District Board given at least ninety (90) days before the end of the school year.
- d. Dissolution. Upon termination of this Contract for any reason by the District Board, upon expiration of the Contract, or if the School should cease operations or otherwise dissolve, the District Board will supervise and have authority to conduct the winding up of the business and other affairs of the School; provided, however, that in doing so the District will not be responsible for and will not assume any liability incurred by the School beyond funds allocated to it by the District under this Contract. School personnel and its governing body shall cooperate fully with the winding up of the affairs of the School in accordance with the District's school closure policies and protocols and all applicable laws.
- e. Disposition of School's Assets upon Termination or Dissolution. Upon termination of this Contract for any reason or if the School should cease operations or otherwise dissolve, then, at the sole discretion of the District, any assets owned by the School, including tangible, intangible, and real property, remaining after paying the School's debts and obligations and not requiring return or transfer to donors or grantors, will become the property of the District.

23. TRANSPORTATION

- A. Unless otherwise agreed to with the District, any transportation of students to the School (other than special education students who require transportation as a related service) will be the sole responsibility of the School, in accordance with the Application. Except to the extent set forth in the Application or as it is authorized hereafter in writing by the Board, the School shall not impose a transportation fee.
- B. The School, if the District agrees, may purchase transportation services from the District at cost. If the School purchases transportation services from the District, then the School and the District shall develop a transportation plan.
- C. The School may be asked to provide transportation services as part of a

Facilities Use Agreement, should the School choose to occupy a District owned facility.

24. PROVISION OF POLICIES TO THE DISTRICT

- A. Upon request, the School will furnish to the District copies of all written policies and procedures it may adopt with respect to any matter relating to its operations and educational program.

25. DISPUTE RESOLUTION PROCESS

- A. All disputes arising out of the implementation of this Contract, including but not limited to the need for an approval of corrective action plans, shall be subject to the dispute resolution process set forth in this section, unless specifically otherwise provided.
 - a. Informal Negotiation. If a dispute arises between the District and the School relating to the implementation of this Contract, authorized representatives of the District and the School will meet at the request of either party to discuss a resolution to the dispute.
 - b. Formal Notification of Dispute. If the dispute is not resolved, and as soon as a party determines, in its judgment and discretion, that further informal negotiations will be futile or unduly delayed, either party may submit to the other a written notice identifying the specific action with which it disagrees, any contract provision which it alleges was violated, and specific corrective action it wishes the other party to take. In any event, such notice shall be given no later than ninety (90) calendar days after the date at which a disputed action was taken and the complaining party knew, or in the exercise of reasonable diligence should have known, of the disputed action.
 - c. Non-Binding Arbitration. If the Parties are unable to negotiate a resolution to the dispute within ten (10) days of receipt of such notice, either party may request non-binding arbitration. The party making the request will notify the other party of the request in writing. Within one week of receipt of notice by the other party, the authorized representatives of the Parties will attempt to agree on an arbitrator. If they reach no agreement within one week after the first attempt to agree, they will request appointment of an arbitrator by the American Arbitration Association or such other organization as may be mutually agreed upon.
 - d. Procedure. The arbitrator will conduct a hearing limited to the issues raised in the notice required by Section B above. The arbitrator will have authority to make procedural rules and will issue a report to the Parties within thirty (30) days after the close of the hearing. Such report

shall contain findings and a recommendation regarding the issue(s) in dispute. The arbitrator's recommendation shall be forwarded confidentially to the District, with a confidential copy to the School. After receipt of the arbitrator's recommendation, the Parties may meet to discuss a resolution to the dispute.

- e. Board Action. If the Parties are unable to negotiate a resolution, the Board shall in turn make a decision on the matter and release the arbitrator's recommendation. For purpose of this Contract, the release of such finding, pursuant to C.R.S. § 22-30.5-107.5(3)(b), shall mean the same date as the Board releases its decision. The Board's action on the recommendation shall be final. However, nothing in this provision would prevent the School from seeking any available legal remedy based on the Board's decision.
- f. District's Authority. The dispute resolution process set forth in this Contract shall not be required prior to the exercise of any contractual right or authority by the District or its board of education, including remedial authority for any breach of this Contract.
- g. Waiver. Failure to file notice within the time specified in Section 25.A.b. or failure of a party to reasonably advance the process within the times specified, shall be deemed a waiver of any further right to contest an action covered by this procedure and shall forever bar any claim or proceeding related to such action, provided that the Parties may agree in writing to extend any of the time limits for a specified period and provided that neither party shall be responsible for an arbitrator's failure to meet the deadline established in Section 25.A.d.
- h. Costs Shared. The Parties will share equally the costs of arbitration, including any per diem expenses, plus any actual and necessary travel and subsistence expenses. A party who unilaterally cancels or withdraws from a scheduled arbitration will pay the full cost of any fees assessed by the arbitrator.

26. WAIVERS

- A. Waivers of State Law. The School is responsible for providing adequate replacement policy language demonstrating that the school will meet the intent of the statute for each state statute from which the school is requesting a non-automatic waiver. All non-automatic waiver requests are subject to District and State approval. For automatic waivers, execution of this contract will confirm that the School enjoys all automatic waivers by operation of law and the School attests that its practice will be aligned with the intent of the waived state statutes listed in Appendix C
- B. Waivers of District Policies, Procedures, and Rules. The School may submit to the District requests for waivers of District policies. The School is responsible for providing adequate replacement policy language demonstrating that the school will meet the intent of the District policy for each policy the school seeks to waive,

including those defined as “automatic waivers” by the District. District approval shall not be unreasonably withheld provided the school has submitted adequate replacement policy language. The School is exempt from compliance with waived policies and any procedures and rules implementing those policies. The School has requested and obtained the District policy waivers listed in Appendix D.

- C. Compliance with Statutory Intent Through Substitute Policies. The School will comply with the intent of waived statutes, rules or policies, through maintenance of and compliance with substitute policies, rules or commitments made in connection with any waiver of state statutes, state board rules, and District policies.

27. NOTICE

Any notice required or permitted under this Contract will be in writing and will be effective upon personal delivery or three days after mailing when sent by certified mail, postage prepaid, addressed as follows:

- a. To the District:
Denver Public Schools
Superintendent
1860 Lincoln Street
Denver, Colorado 80203
- b. Copy To:
Denver Public Schools
Office of General Counsel
1860 Lincoln Street
Denver, Colorado 80203
- c. To the School Leader:
Michelle Kennard
2417 W. 29th Avenue
Denver, CO 80211
- d. Copy To the Board Chair:
Fred Glick
1190 Olive Street
Denver, CO 80220
- e. Copy To Legal Counsel:
Bill Bethke
363 S. Harlan St.
Lakewood, CO 80226

IN WITNESS WHEREOF, the Parties have executed this Contract to be effective July

2017.

SCHOOL DISTRICT NO. 1
IN THE CITY AND COUNTY OF DENVER

ATTEST:

By: _____
President, Board of Education

By: _____
Secretary, Board of Education

ACADEMY OF URBAN LEARNING

ATTEST:

By: _____
Chairperson/President

By: _____
School Official

APPENDIX A

School Application

(The School Application and renewal applications are available for review from the Portfolio Management Team, formerly known as the Office of School Reform and Innovation)

APPENDIX B

Articles of Incorporation and Bylaws

(Articles of Incorporation and Bylaws available for review from the Portfolio Management Team, formerly known as the Office of School Reform and Innovation)

APPENDIX C

Academy of Urban Learning

Requested State Statute Waivers

The School hereby invokes waivers of the following sections of the Colorado Revised Statutes; replacement policies are available for review by contacting the School.

Automatic State Waivers

- 22-32-109(1)(b), C.R.S. Local board duties concerning competitive bidding
- 22-32-109 (1)(f), C.R.S. Local board duties concerning selection of personnel and pay
- 22-32-109(1)(t), C.R.S. Determine educational program and prescribe textbooks
- 22-32-110 (1)(h), C.R.S. Local board powers concerning employment termination of school personnel
- 22-32-110(1)(i), C.R.S. Local board duties-Reimburse employees for expenses
- 22-32-110(1)(j), C.R.S. Local board powers-Procure life, health, or accident insurance
- 22-32-110(1)(k), C.R.S. Local board powers-Policies relating the in-service training and official conduct
- 22-32-110(1)(y), C.R.S. Local board powers-Accepting gifts, donations, and grants
- 22-32-110(1)(ee), C.R.S. Local board powers-Employ teachers' aides and other non-certificated personnel
- 22-32-126, C.R.S. Employment and authority of principals
- 22-33-104(4), C.R.S. Compulsory school attendance-Attendance policies and excused absences
- 22-63-301, C.R.S. Teacher employment, compensation and dismissal act of 1990; grounds for dismissal
- 22-63-302, C.R.S. Teacher employment, compensation and dismissal act of 1990; procedures for dismissal of teachers and judicial review
- 22-63-401, C.R.S. Teacher employment, compensation and dismissal act of 1990; teachers subject to adopted salary schedule
- 22-63-402, C.R.S. Teacher employment, compensation and dismissal act of 1990; license, authorization or residency required in order to pay teachers
- 22-63-403, C.R.S. Teacher employment, compensation and dismissal act of 1990; payment of salaries
- 22-1-112, C.R.S. School Year- National Holidays

Non-Automatic State Waivers:

- 22-9-106, C.R.S. Local Board of Education-Duties-Performance Evaluation System
- 22-2-112(1)(q)(I), C.R.S. Commissioner-Duties
- 22-32-109(1)(n)(I), C.R.S. Board of Education- Specific Duties School Calendar

- 22-32-109(1)(n)(II)(B), C.R.S. Board of Education-Specific Duties Adoption of District Calendar
- 22-32-109(1)(n)(II)(A), C.R.S. Determine teacher-pupil contact hours
- 22-63-201, C.R.S. Employment. Certificate required
- 22-63-202, C.R.S. Teacher employment, contracts in writing-duration-damage provision
- 22-63-203, C.R.S. Probationary Teachers -renewal and non-renewal of employment contract
- 22-63-206, C.R.S. Teacher Employment, Compensation and Dismissal Act

| Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan |
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| <p>Statutory Citation and Title: C.R.S. § 22-9-106 <u>Local Board of Education-Duties-Performance Evaluation System</u> C.R.S. § 22-2-112(1)(q)(I) <u>Commissioner-Duties</u></p> |
| <p>Rationale: The school leader of Academy of Urban Learning must have the ability to perform the evaluation of all personnel. Should any other designated administrator not have a Type D certificate, this should not preclude him or her from administering the evaluations under the direction of the head of school. The BOD must also have the ability to perform the evaluation for the school leader. Additionally, Academy of Urban Learning should not be required to report their teacher evaluation ratings as a part of the commissioner’s report as required by C.R.S. 22-2-112(1)(q)(I)</p> |
| <p>Replacement Plan: Academy of Urban Learning uses its own evaluation system as agreed to in the Charter School Agreement with Denver Public Schools and therefore should not be required to report their teacher evaluation data. Academy of Urban Learning’s evaluation system will continue to meet the intent of the law as outlined in statute. The methods used for Academy of Urban Learning’s evaluation system includes quality standards that are clear and relevant to the administrators’ and teachers’ roles and responsibilities, and have the goal of improving student academic growth, and meet the intent of the quality standards established in SB 10-191. All evaluators will receive training in their school’s evaluation system. In addition, the evaluation data is used to inform professional development decisions for each teacher. Core course level participation will continue to be reported PURSUANT TO C.R.S. 22-11-503.5, as this is a non-waivable statute.</p> |
| <p>Duration of Waivers: The duration of the contract.</p> |
| <p>Financial Impact: The school anticipates that the requested waivers will have no financial impact on Denver Public Schools or the school.</p> |
| <p>How the Impact of the Waivers Will be Evaluated: Since teacher performance has a critical impact on the performance of the entire school, the impact of this waiver will be measured by the same performance criteria and assessments that apply to the school, as set forth in this Charter School Agreement.</p> |

Expected Outcome: With this waiver, the school will be able to implement its program and evaluate its teachers in accordance with its Performance Appraisal System, which is designed to produce greater accountability and be consistent with the school’s goals and objectives. This will benefit staff members as well as students and the community.

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

Statutory Citation and Title:

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 Adoption of District Calendar

Rationale: The school year at Academy of Urban Learning will total approximately 141 days per year which exceeds the current requirement in state statute. Academy of Urban Learning will prescribe the actual details of its own school calendar to best meet the needs of its students. The local board will not set these policies and Academy of Urban Learning will have a calendar that differs from the rest of the schools within the district.

Replacement Plan: The final calendar and the school’s daily schedule will be designed by Academy of Urban Learning and will meet or exceed the expectations in state statute.

Duration of Waivers: The duration of the contract.

Financial Impact: The school anticipates that the requested waivers will have no financial impact on Denver Public Schools or the school.

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

Expected Outcome: As a result of these waivers, the school will be able to implement the necessary policies to increase student achievement.

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

Statutory Citation and Title:

C.R.S. 22-32-109(1)(n)(II)(A) Determine teacher-pupil contact hours

Rationale: Academy of Urban Learning should have the ability to determine teacher-pupil contact hours, while not reducing the total contact hours to below the minimum (1056) required by state statute. Academy of Urban Learning will determine the actual details of teacher-pupil contact hours to best meet the needs of its students. The local board will not set these policies, and Academy of Urban Learning may specify teacher-pupil contact hours that differ from other schools in the district.

Replacement Plan: Academy of Urban Learning will determine teacher-pupil contact hours in accordance with its final daily schedule and calendar. The total number of teacher-pupil contact hours will meet or exceed the expectations in state statute.

Duration of Waivers: The duration of the contract.

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| Financial Impact: The school anticipates that the requested waivers will have no financial impact on Denver Public Schools or the school. |
| How the Impact of the Waivers Will be Evaluated: The impact of this waiver will be measured by the performance appraisal criteria and assessments that apply to the school, as per this Charter School Agreement. |
| Expected Outcome: As a result of this waiver, the school will be able to implement the necessary policies to increase student achievement. |

| Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan |
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| Statutory Citation and Title: C.R.S. § 22-63-201 <u>Employment. Certificate required</u> C.R.S. § 22-63-202 <u>Teacher employment, contracts in writing-duration-damage provision</u> |
| Rationale: Academy of Urban Learning should be granted the authority to hire teachers and principals that will support the school’s goals and objectives. The school leader will not function as a traditional district school principal, but rather will be responsible for a wider range of tasks and act as the school’s chief executive officer. The school will seek to attract school leaders 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. All employees of Academy of Urban Learning will be employed on an at-will. All employees of Academy of Urban Learning will meet Federal Highly Qualified Requirements (i.e.: hold a degree and demonstrated subject-matter competency). |
| Replacement Plan: The school will, as appropriate, hire certified teachers and principals. However, in some instances it may be advantageous for the school to be able to hire Highly Qualified teachers and/or administrators without a certificate and who possess unique background and/or skills that fill the need of Academy of Urban Learning. |
| Duration of Waivers: The duration of the contract. |
| Financial Impact: The school anticipates that the requested waivers will have no financial impact on Denver Public Schools or the school. |
| How the Impact of the Waivers Will be Evaluated: The impact of these waivers will be measured by the performance appraisal criteria and assessments that apply to the school, as per this Charter School Agreement. |
| Expected Outcome: As a result of these waivers, the school will be able to employ professional staff possessing unique skills and/or background filling all staff needs. |

| Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan |
|---|
| Statutory Citation and Title: C.R.S. § 22-63-203 <u>Probationary Teachers -renewal and non-renewal of employment contract</u> |
| Rationale: Academy of Urban Learning should be granted the authority to develop its own employment agreements and terms and conditions of employment. The school will be |

| |
|--|
| operating differently from other schools with a unique curriculum for which having the proper teaching staff is essential. Not every teacher who is successful in the regular public school will be successful at Academy of Urban Learning. All employees of the school will be employed on an at-will basis. |
| Replacement Plan: Academy of Urban Learning has teacher agreement with the terms of non-renewal and renewal of employment agreements, and payment of salaries upon termination of employment of a teacher. |
| Duration of Waivers: The duration of the contract. |
| Financial Impact: The school anticipates that the requested waivers will have no financial impact on Denver Public Schools or the school. |
| How the Impact of the Waivers Will be Evaluated: The impact of these waivers will be measured by the performance appraisal criteria and assessments that apply to the school, as per this Charter School Agreement. |
| Expected Outcome: As a result of these waivers, the school will be able to employ professional staff possessing unique skills and/or background, filling all staff needs. |

| Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan |
|--|
| Statutory Citation and Title: C.R.S. § 22-63-206 Teacher Employment, Compensation and Dismissal Act |
| Rationale: Academy of Urban Learning is granted the authority under the Charter School Agreement to select its own teachers. No other school or the Denver Public Schools should not have the authority to transfer its teachers into Academy of Urban Learning or transfer teachers from Academy of Urban Learning to any other schools, except as provided for in the Charter School Agreement. |
| Replacement Plan: Academy of Urban Learning will hire teachers on a best qualified basis. There is no provision for transfers. |
| Duration of Waivers: The duration of the contract. |
| Financial Impact: The school anticipates that the requested waivers will have no financial impact on Denver Public Schools or the school. |
| How the Impact of the Waivers Will be Evaluated: The impact of this waiver will be measured by the performance criteria and assessments that apply to the school, as set forth in this Charter School Agreement. |
| Expected Outcome: The school expects that as a result of this waiver it will be able to manage its own personnel affairs. There is no provision for transfers. |

Appendix D Academy of Urban Learning (AUL)

Type I DPS Charter Waivers

The following DPS policies do not apply to charter schools and are therefore automatic:

A Policies: Foundations and Basic Commitments

| | |
|-----|--|
| A | Policy Framework for Accelerating Gains in Academic Achievement for All Students |
| ACE | Equitable and Inclusive Contracting Policy |
| AD | Educational Philosophy/School District Mission |
| ADE | Innovation in Education |

B Policies: School Board Governance and Operations

| | |
|---------|--|
| BBA | School Board Powers and Responsibilities |
| BC | Board Member Conduct |
| BCB | Board Member Conflict of Interest |
| BDB | Board Officers |
| BDF | Advisory Committees/Councils |
| BDF-R1 | Career and Tech Ed Council |
| BDF-R2 | Preschool Program Council |
| BDF-R3 | Drug-Free Schools Advisory Council |
| BDFA | District Personnel Performance Evaluation Council |
| BDFA-R | Procedures for District Personnel Performance Evaluation Council |
| BDFB | Finance and Audit Committee |
| BDFB-E | Exhibit - Finance and Audit Committee Charter |
| BDFG | District Accountability Committee |
| BDFG-R | Procedures for District Accountability Committee |
| BE | School Board Meetings |
| BG | School Board Policy Adoption Process |
| BID/BIE | Board Fiscal Policy/Board Member Compensation and Expenses/Liability |

C Policies: General School Administration

| | |
|---------|---|
| CBA/CBC | Powers and Responsibilities of Superintendent |
| CBI | Evaluation of Superintendent |

D Policies: Fiscal Management

| | |
|-----|---------------------------------------|
| DEA | Mill Levy Distribution |
| DFA | Investment and Cash Management Policy |
| DFB | Debt Policy |
| DFC | Derivatives Policy |

| | |
|---------|---|
| DH | Bonded Employees and Officers |
| DIA | Online Schools and Online Programs |
| DIE | Audits/Financial Monitoring |
| DJGA | Sales Calls and Demonstrations |
| EBAB | Hazardous Materials and Asbestos Management |
| EEA | Student Transportation |
| EEA-R1 | Regulation for Transportation of Students in School Buses |
| EEA-R2 | Student Transportation in Private Vehicles |
| EEAFB | Use of School Vehicles by Community Groups |
| EEAFB-R | Regulations of Use of School Vehicles by Community Groups |

F Policies: Facilities Development

| | |
|----|--|
| FB | Historical Designation of Facilities |
| FF | Naming of Facilities <i>(unless in District facility, then unwaivable)</i> |

J Policies: Students

| | |
|---------|--|
| JFABB | Admission of Foreign Exchange Students |
| JFABB-R | Regulation for Admission of Foreign Exchange Students |
| JIBA | Student Government |
| JIBA-R | Student Government (Student Board of Education) |
| JJIB | Interscholastic Sports |
| JICC | Student Conduct on Buses <i>(unless using DPS transportation, then unwaivable)</i> |
| JICC-R | Regulation for Student Conduct on School Buses <i>(unless using DPS transportation, then unwaivable)</i> |

G Policies: Personnel

| | |
|---------|---|
| G | DPS Employee Handbook |
| GBEBA | Staff Dress Code |
| GBEBA-R | Regulation for the Enforcement of the Staff Dress Code |
| GDQD | Dismissal of full-time Classified Employees, Specialized Service Providers, and Teachers in Schools with a Waiver of Statutory Dismissal Procedures |
| GDQD-R | Regulation regarding Procedures for Dismissal of full-time Classified Employees, Specialized Service Providers, and Teachers in Schools with a Waiver of Statutory Dismissal Procedures |

K Policies: School – Community Relations

| | |
|------|---|
| KE | Public Concerns and Complaints |
| KF | Community Use of School Facilities <i>(unless in District facility, then unwaivable)</i> |
| KF-R | Regulation regarding Community Use of School Facilities <i>(unless in District facility, then unwaivable)</i> |
| KHBA | Sponsorship Programs |

| | |
|-------|--|
| KCD | Public Gifts Donations to Schools |
| KCD-R | Regulation regarding Public Gifts/Donations and Grants |

Type II DPS Charter Waivers

School Name: Academy of Urban Learning

Contact: Michelle Kennard

A Policies: Foundations and Basic Commitments

| | | |
|-------------------------------------|-------|--|
| <input type="checkbox"/> | AC | Nondiscrimination and Equal Opportunity |
| <input type="checkbox"/> | AC-R1 | Procedures for the Investigation of Public Complaints of Discrimination or Harassment |
| <input checked="" type="checkbox"/> | AC-R2 | Procedures for Public Requests for Reasonable Accommodations and Procedures for the Investigation of Public Complaints Regarding the Provision of Requested Accommodations |
| <input type="checkbox"/> | ADC | Tobacco and Marijuana-Free Schools |
| <input checked="" type="checkbox"/> | ADD | Safe Schools |
| <input checked="" type="checkbox"/> | ADF | School Wellness |

B Policies: School Board Governance and Operations

| | | |
|-------------------------------------|--------|---------------------------------|
| <input checked="" type="checkbox"/> | BDF-R4 | Collaborative School Committees |
|-------------------------------------|--------|---------------------------------|

D Policies: Fiscal Management

| | | |
|-------------------------------------|-------|--|
| <input checked="" type="checkbox"/> | DJ | Purchasing |
| <input checked="" type="checkbox"/> | DJA | Purchasing Authority |
| <input checked="" type="checkbox"/> | DJA-R | Regulations for Purchasing Authority |
| <input checked="" type="checkbox"/> | DJB | Purchasing Procedures |
| <input checked="" type="checkbox"/> | DJD | Cooperative Purchasing |
| <input checked="" type="checkbox"/> | DJE | Bidding Procedures |
| <input checked="" type="checkbox"/> | DJG | Vendor Relations |
| <input checked="" type="checkbox"/> | DK | Stewardship of Funds |
| <input checked="" type="checkbox"/> | DK-R | Propriety of Expenses Procedures |
| <input checked="" type="checkbox"/> | DK-R1 | Travel Expenses |
| <input checked="" type="checkbox"/> | DK-R2 | Food Purchases Procedure - Non-Student Meal Related |
| <input checked="" type="checkbox"/> | DK-R3 | District Cell Phone Procedures |
| <input checked="" type="checkbox"/> | DK-R4 | Payroll/Deductions/Direct Deposit/Expense Reimbursements |
| <input checked="" type="checkbox"/> | DK-R5 | Gift Card Purchasing Procedure |

E Policies: Support Services

| | | |
|-------------------------------------|----------|--|
| <input type="checkbox"/> | ECA | Building Safety and Security Policy |
| <input checked="" type="checkbox"/> | EFEA | Nutritious Food Choices |
| <input type="checkbox"/> | EGAEA | Electronic Mail and Internet Policy |
| <input checked="" type="checkbox"/> | EGAEA-R1 | Regulations of Use of Electronic Mail and Internet Systems |
| <input checked="" type="checkbox"/> | EGAEA-R2 | Regulation of Social Media Use |
| <input type="checkbox"/> | EHB | Records Retention |

I Policies: Instructional Program

| | | |
|-------------------------------------|--------|--|
| <input checked="" type="checkbox"/> | IHAM | Health and Family Life/Sex Education |
| <input checked="" type="checkbox"/> | IHBK | Preparation for Postsecondary and Workforce Success |
| <input checked="" type="checkbox"/> | IHBK-R | Regulations for Preparation for Postsecondary and Workforce Success |
| <input checked="" type="checkbox"/> | IKA | Grading/Assessment Systems |
| <input checked="" type="checkbox"/> | IKA-R | Regulation for Grading/Assessment Systems |
| <input checked="" type="checkbox"/> | IKE | Promotion, Retention and Acceleration of Students |
| <input checked="" type="checkbox"/> | IKE-R | Procedure for the Promotion, Retention, and Acceleration of Students |
| <input checked="" type="checkbox"/> | ILBC | Early Literacy and Reading Comprehension |
| <input checked="" type="checkbox"/> | ILBC-R | Procedures to Implement the Colorado READ Act |
| <input checked="" type="checkbox"/> | IMDB | Flag Displays |

J Policies: Students

| | | |
|-------------------------------------|---------|--|
| <input checked="" type="checkbox"/> | JICA | Student Dress Code |
| <input checked="" type="checkbox"/> | JICDE | Bullying Prevention and Education |
| <input checked="" type="checkbox"/> | JICEA | School-Related Student Publications |
| <input checked="" type="checkbox"/> | JICEA-R | Regulation regarding School-Related Student Publications |
| <input type="checkbox"/> | JICEC | Student Distribution of Noncurricular Materials |
| <input type="checkbox"/> | JICEC-R | Regulation for Student Distribution of Noncurricular Materials |
| <input type="checkbox"/> | JICF | Secret Societies/Gang |
| <input type="checkbox"/> | JICG | Use of Tobacco by Students |
| <input type="checkbox"/> | JICH | Drug and Alcohol Use by Students |
| <input type="checkbox"/> | JICH-R | Regulations for Drug and Alcohol Use by Students |
| <input type="checkbox"/> | JIH | Student Interviews, Interrogations, Searches and Arrests |
| <input checked="" type="checkbox"/> | JJH | Student Travel and Field Trips (if not waived, “superintendent” approval will be replaced by “charter school leader” approval) |
| <input checked="" type="checkbox"/> | JJH-R | Regulation regarding Student Travel and Field Trips |
| <input type="checkbox"/> | JKA | Restraint of Students |
| <input type="checkbox"/> | JKC | Staff Use of Physical Intervention of Force/Student Discipline |
| <input type="checkbox"/> | JLC | Student Health Services and Records |
| <input type="checkbox"/> | JLCDA | Students with Food Allergies |
| <input type="checkbox"/> | JLF | Child Abuse and Reporting |
| <input type="checkbox"/> | JLCDB | Administration of Medical Marijuana to Qualified Students |
| <input type="checkbox"/> | JLCDB-E | Written Plan: Administration of Medical Marijuana to Qualified Students |
| <input type="checkbox"/> | JLF-R | Reporting Child Abuse and Child Protection |
| <input type="checkbox"/> | JLI | Student Safety |
| <input checked="" type="checkbox"/> | JQ | Student fees, Fines and Charges (if not waived, “area superintendent approval” will be read as “charter school leader approval”) |

| | | |
|--------------------------|-----------|---|
| <input type="checkbox"/> | JRA/JRC | Student Records/Release of Information on Students |
| <input type="checkbox"/> | JRA/JRC-R | Regulation Regarding Student Records and Release of Student Information |

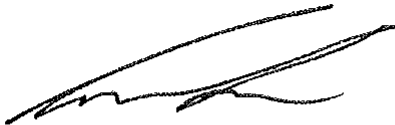
G Policies: Personnel

| | | |
|-------------------------------------|---------|---|
| <input type="checkbox"/> | GBA | Equal Employment Opportunity and Nondiscrimination |
| <input type="checkbox"/> | GBA-R1 | Procedures for the Investigation of Employee Complaints of Discrimination or Harassment |
| <input checked="" type="checkbox"/> | GBA-R2 | Procedures for Employee Requests for Reasonable Accommodations and Procedures for the Investigation of Employee Complaints Regarding the Provision of Requested Modifications or Accommodations |
| <input checked="" type="checkbox"/> | GBEBC | Gifts to and Solicitations by Staff |
| <input type="checkbox"/> | GBEC | Drug, Alcohol and Tobacco-Free Workplace (Use by Staff Members) |
| <input checked="" type="checkbox"/> | GBEC-R | Regulation for the Enforcement of the Drug, Alcohol and Tobacco-free Workplace Policy |
| <input type="checkbox"/> | GBGB | Personal Safety and Security |
| <input checked="" type="checkbox"/> | GCF/GDF | Staff Recruiting/Hiring |

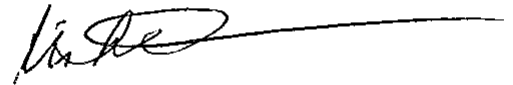
K Policies: Instructional Program

| | | |
|-------------------------------------|-------|--|
| <input type="checkbox"/> | KB | Family Engagement (Including Title I Family Engagement) |
| <input type="checkbox"/> | KB-R | Regulation for Family Engagement (Including Title 1 Family Engagement) |
| <input type="checkbox"/> | KDB | Public's Right to Know - Freedom of Information |
| <input type="checkbox"/> | KDB-R | Regulation regarding Public's Right to Know - Freedom of Information |
| <input type="checkbox"/> | KDE | Emergency Management |
| <input type="checkbox"/> | KFA | Public Conduct on School Property |
| <input type="checkbox"/> | KFA-R | Regulation regarding Public Conduct on School Property |
| <input checked="" type="checkbox"/> | KHB | Advertising in Schools |
| <input type="checkbox"/> | KI | Visitors to Schools |

By signing below, the school affirms that it has replacement policies that comply with the intent of the policy for each of the non-automatic waivers sought above that are legally required.



School Board President



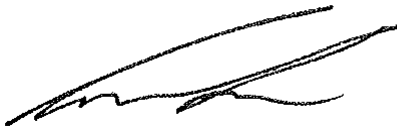
School Official

Type III DPS Charter Waivers

The school seeks the following non-automatic waivers and has attached the replacement policy for DPS review:

| | | |
|-------------------------------------|-------|--|
| <input checked="" type="checkbox"/> | IKF | Graduation Requirements |
| <input checked="" type="checkbox"/> | IKF-R | Graduation Requirements |
| <input type="checkbox"/> | JK | Student Discipline (note: provisions related to expulsion cannot be waived) |
| <input type="checkbox"/> | JK-R | Student Conduct and Discipline Procedures (note: provisions related to expulsion cannot be waived) |
| <input type="checkbox"/> | JB | Equal Educational Opportunity and nondiscrimination |
| <input type="checkbox"/> | JB-R1 | Procedures for the Investigation of Student Complaints of Discrimination or Harassment |
| <input type="checkbox"/> | JB-R2 | Regulation for Implementing Section 504 of the Rehabilitation Act of 1973 ("Section 504") and Section 504 Grievance Procedures |
| <input type="checkbox"/> | GBEA | Conflicts of Interest |

By signing below, the school affirms that they have submitted replacement policies for any of the above waived policies to the Portfolio Management Team.



School Board President



School Official