



Liberty Common School
 1725 Sharp Point Dr. Fort Collins, CO 80525

Rationale and Replacement Plan for District Waivers

Consistent with the Charter Schools Act, the Poudre School District R-1 (PSD) has granted the Liberty Common School (LCS) Board of Directors broad authority to determine the school’s educational program, school administration, personnel management, fiscal management, facilities management, and student services management. For the majority of PSD policy waivers, LCS intends to fully achieve the spirit of the policy while maintaining delegated authority for policy implementation. Many of the policy waivers are being requested because they have no practical application to charter schools, or are for other reasons irrelevant. As such, LCS’s Board of Directors, administration, and staff will continue to implement policy as appropriate under site-based authority, rather than the PSD Board of Education, Superintendent, or other PSD administrators or staff.

The waivers for PSD policies that LCS has been previously granted, and new waivers LCS is requesting be granted for the term of its next charter-renewal, are outlined below. Rationale for granted waivers and waiver requests are provided at the end of each section. All are in keeping with the commitment to provide an exceptional education while adhering to all applicable state and federal laws.

SECTION C: GENERAL SCHOOL ADMINISTRATION:

CFB	Evaluation of Principals/Building Administrators
CFB-R	Evaluation of Principals/Building Administrators
CFBA	Evaluation of Evaluators
CFD	Site-Based Management
CFD-R	Site-Based Management
CHD	Administration in the Absence of Policy

Rationale: LCS executes its own hiring and evaluation practices in accordance with all applicable laws governing equal opportunity and nondiscrimination. LCS will continue to implement its own evaluation practices for all staff members, all of whom are employed on a professional, at-will basis. Site-based management for LCS has been established, and is overseen, by the LCS Board of Directors.

The LCS Board of Directors determines whether to participate in research depending upon benefit to the school's students.

SECTION D: FISCAL MANAGEMENT

DJA	Purchasing Authority
DJB	Purchasing Procedures
DKA	Payroll Procedures
DKC	Expense Authorization/Reimbursement (Mileage and Travel)
DN	School Properties Disposition

Rationale: The LCS budget is the responsibility of the LCS Financial Advisory Committee, Board of Directors, and Business Management Office. All financial reporting and recording requirements are executed pursuant to applicable law.

SECTION E: SUPPORT SERVICES

ECF	Energy Conservation
EDE	Waste Management and Recycling
EGD	Non-Instructional Use of Technology

Rationale: Because of the management authority already granted, LCS provides for its own support services as it relates to the areas listed above. The LCS buildings are privately owned; LCS does not require or request any building operations or management from PSD.

SECTION F: FACILITIES PLANNING AND DEVELOPMENT

FEA	Educational Specification for Construction
FEB	Architect/Engineer/Construction Manager
FEG	Construction Contracts for New Facilities
FEH	Construction Supervision
FF	Naming District Sites and Facilities

Rationale: The Building Corp. is the owner of all LCS real estate, and will be responsible for all real estate, finance, leases, purchases, and building construction projects. All architects, contractors, and builders follow federal, state and local standards.

SECTION G: PERSONNEL

GBGD	Workers' Compensation
GBJ	Personnel Records and Files
GC	Professional Staff
GCBA	Instructional Staff Contracts/Compensation/Salary Schedules
GCE/GCF	Recruiting
GCE/GCF-R	Professional Staff Recruiting/Hiring
GCG/GCGA	Part-Time and Substitute Professional Staff Employment
GCHA/GCHB	Mentor Teachers/Administrators
GCHC	Professional Staff Induction Program
GCIE	Professional Staff Continuing Education
GCKB	Administrative Staff Assignments and Transfers
GCOA	Evaluation of Instructional Staff
GCOA-R	Evaluation of Instruction Staff
GCOC	Evaluation of Administrative Staff
GCOC-R	Evaluation of Administrative Staff
GCQA	Instructional Staff Reduction in Force
GCQA-R	Instructional Staff Reduction in Force
GCQC/GCQD	Resignation of Instructional Staff/Administrative Staff
GCQF	Discipline, Suspension, and Dismissal of Professional Staff
GCQF-R	Discipline, Suspension, and Dismissal of Professional Staff
GCS	Professional Research and Publishing
GCU	Professional Staff Membership in Professional Organizations
GDI	Classified Staff Performance Trial Periods
GDO	Evaluation of Classified Staff
GDQA	Support Staff Reeducation in Force
GDQD	Classified Staff Guidance, Reassignment, and Discipline
GDQD-R	Discipline, Suspension, and Dismissal of Support Staff

Rationale: Liberty Common School retains lawful authority to hire teachers and headmasters/principals that support the school's goals and objectives. Headmasters/principals do not function as traditional district-school leaders, and rather are responsible for a wider range of tasks and act as the school's chief executive officer. The school attracts headmasters/principals 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 unlicensed persons with

business, academic, military, or professional experience. All employees of LCS are employed on an at-will basis. All employees of LCS demonstrate subject-matter mastery.

LCS employees are not managed by PSD as district employees. LCS has its own established policies and procedures relative to C.B.I. background checks of prospective employees, a heightened goal of providing a safe and secure environment for its students, faculty, and the community. Fingerprinting is required of all employees, licensed or unlicensed, and for all in-school volunteers at LCS.

LCS has its own employee manual that addresses staff health, controlled substances, dress code, etc. As an independent charter school, LCS provides its own scheduled professional-development days and times that match or exceed those offered by the District.

Finally, LCS is granted the authority under the contract between the School and PSD to select its own teachers. No other school or the PSD should have the authority to transfer its teachers into LCS or transfer teachers from LCS to any other schools.

LCS complies with all open-records laws.

SECTION I: INSTRUCTION

IB	Academic Freedom
IC/ICA	School Year/School Calendar
IE	Organization of Instruction
IFC	Multiculturalism
IFC-R	Multiculturalism
IGA	Curriculum Development
IGD	Curriculum Adoption
IGDA	Secondary School Student Organizations
IGDA-E1	Application for School-Sponsored Student Academic Organization
IGDA-E2	Application for Student Organization
IGDA-E3	Application for Student Organization
IGDA-R	Secondary School Student Organizations
IGF	Curriculum Review
IGF-R	Curriculum Review
IHA	Basic Instructional Program
IHAAA	School-Sponsored Student Publications
IHACA	Law-Related Education Program
IHAL	Teaching About Religion
IHAM	Health Education
IHAM-E	K-12 Comprehensive Health Education Program
IHAM-R	Health Education
IHAMA	Teaching About Drugs, Alcohol, and Tobacco

IHAMB	Family Life/Sex Education
IHAMB-E-1	Parent Letter for the Growth and Development Unit
IHAMB-E-2	Exemption Form for the Growth and Development Unit
IHAMC	HIV/AIDS Education
IHAMC-R	HIV/AIDS Education
IHBIA-R	Kindergarten Programs
IHBIB	Primary/Preprimary Education
IHCA	Summer School
IHCB_R	Travel Study
IHCFA	Elementary School-Based Child Care
IIB	Class Size
IJ	Instructional Resources and Materials
IJ-AR	Instructional Resources and Materials
IJ-R	Instructional Resources and Materials
IJK	Supplementary Materials Selection and Adoption
IJL	Library Materials Selection and Adoption
IJNC	Resource Centers/Media Technology Centers/School Library
IJNDA	Student Access to Networked Information Resources
IJNDA-R	Student Access to Networked Information Resources
IJNDB	Use of Technology Resources in Instruction
IJNDC	Instructional Television Policy
IKAB	Report Cards/Progress Reports
IKB	Homework
IKC	Class Rankings/Grade Point Averages
IKE	Promotion, Retention, and Acceleration of Students
IKF	Graduation Requirements
IKF-R	Graduation Requirements
IKFA	Early Graduation
IMA	Teaching Methods
IMB	Teaching About Controversial/Sensitive Issues

Rationale: As outlined in the charter contract agreement between LCS and PSD, and pursuant to statutory authority, LCS has established its own educational program, curriculum, instructional and evaluation procedures, as well as teaching methods. Graduation requirements exceed those of the District. The LCS Academic Advisory Committee, Administration, and Board of Directors approve new and modifications to instructional resources and materials in keeping with the commitment to the school's vision, mission, and philosophy.

LCS also manages its own field-trip policy in keeping with the commitment to provide a safe environment to all students. LCS manages its flag-display practices in keeping with its commitment to the capstone virtue of Patriotism, using standard etiquette guidelines.

SECTION J: STUDENTS

JFBA	Choice/Open Enrollment
JGA	Assignment of New Students to Classes and Grade Levels
JH/JHB	Student Attendance/Truancy
JHCA	Open/Closed Campus
JIBA	Student Government
JIC	Student Conduct
JICEC	Student Distribution of Noncurricular Materials
JICEC-R	Student Distribution of Noncurricular Materials
JII	Student Concerns, Complaints, and Grievances
JJG	Contests for Students
JKB	Detention of Students
JLD	Guidance and Counseling
JLD-R	Guidance and Counseling
JQ-R	Student Fees, Fines, and Charges

Rationale: LCS determines when a student is prepared for the Core Knowledge curriculum of its kindergarten classrooms.

Consistent with the Charter School Act and federal law, LCS has established its own enrollment policy, including lottery and grade-level placement assessments. LCS has also established its own student-fee program, student-athlete program, and student-support services pursuant to all applicable laws.

Because attendance and discipline are inherent component of a student’s ability to perform academically, Liberty Common School has adopted school policies concerning school attendance and discipline, pursuant to all applicable laws.

SECTION K: SCHOOL-COMMUNITY-HOME RELATIONS

KEC	Public Concerns/Complaints about Instructional Resources
KEC-E	Public Concerns/Complaints Form
KEF	Public Concerns/Complaints About Teaching
KEF-E	Public Concerns/Complaints About Teaching
KHC	Distribution/Posting of Promotional Materials
KHC-R	Distribution/Posting of Promotional Materials
KLGA	School Resource Officer Partnership

Rationale: LCS is a parent-run school, a board of directors composed of parents oversees all school operations. LCS places a strong emphasis on parent-volunteers. As such, the LCS Board of Directors and Administration makes all decisions involving parental involvement in the

school. This includes a system for handling parental and community concerns and complaints about personnel, teaching, and instructional methods.

LCS will establish and implement its own policy regarding distribution and posting of promotional materials that best suits the philosophy and mission of LCS.

**POUDRE SCHOOL DISTRICT WAIVERS NOT APPLICABLE TO LIBERTY
COMMON SCHOOL**

ADF - STUDENT AND EMPLOYEE WELLNESS
ADF-R - STUDENT AND EMPLOYEE WELLNESS
CA - DISTRICT GOVERNANCE
CH - PROCEDURES FOR CREATING, REVISING AND DELETING SUPERINTENDENT
POLICIES AND REGULATIONS
DEBA - INCENTIVE PAYMENTS TO TAXPAYERS
DEBA-R - INCENTIVE PAYMENTS TO TAXPAYERS
DFA/DFAA - REVENUES FROM INVESTMENTS/USE OF SURPLUS FUNDS
DGA/DGB - AUTHORIZED SIGNATURES ON DISTRICT CHECKS
DH - EMPLOYEE SURETY BONDS / INSURANCE
DIEA - AUDIT COMMITTEE
EEA/EEB - DISTRICT TRANSPORTATION SERVICES AND VEHICLE USE
EEAA - TRANSPORTATION OF STUDENTS TO AND FROM SCHOOL
EF - FOOD SERVICES
EFC - FREE AND REDUCED-PRICE FOOD SERVICES
EHA - DISTRICT INFORMATION TECHNOLOGY
EID - COMPLIANCE WITH THE HEALTH INSURANCE PORTABILITY AND
ACCOUNTABILITY ACT
FF - NAMING DISTRICT SITES AND FACILITIES
GBEE - EMPLOYEE USE OF DISTRICT INFORMATION TECHNOLOGY
JC - SCHOOL ATTENDANCE AREAS
JFC - STUDENT WITHDRAWAL FROM SCHOOL/DROPOUTS
JLC-R - STUDENT HEALTH SERVICES AND REQUIREMENTS
KBA - TITLE I PARENT INVOLVEMENT
KF - USE OF DISTRICT FACILITIES
KFA - PUBLIC CONDUCT ON DISTRICT PROPERTY
KFC - COMMUNITY USE OF SCHOOL FIELDS AND GROUNDS