



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

Rationale and Replacement Plan for Non-Automatic State Waivers

Liberty Common School is subject to all automatic waivers granted by the State of Colorado. In addition to renewing previously granted waivers, additional new waivers are appropriate based upon the school's academic, financial, and organizational track records, as well as precedents set by the liberal granting of these state waivers to other Colorado charter schools. Unless otherwise noted, Liberty Common School requests the duration of all waivers be as long as the school is open and operating in compliance with the Charter School Act and all other applicable federal and state laws.

Current non-automatic waivers:

- **C.R.S. § 22-7-1014 (2)(a) Preschool Individualized Readiness Plans – School Readiness Assessments.**
- **C.R.S. § 22-9-106 Local Board of Education-Duties-Performance Evaluation System**
- **C.R.S. § 22-32-109(1)(n)(II)(A) Determining teacher-pupil contact hours**
- **C.R.S. § 22-32-109(1)(n)(I) Board of Education-Specific Duties**
- **C.R.S. § 22-32-109(1)(a) Local Board Duties Concerning Bylaws**
- **C.R.S. § 22-32-109 (1)(b) Competitive Bidding**
- **C.R.S. § 22-32-109.7 Local Board Duties, Employment of Personnel**
- **C.R.S. § 22-32-109.8 Fingerprinting**
- **C.R.S. § 22-32-109.9 Fingerprinting**
- **C.R.S. § 22-32-109(1)(z) Local Board Duties Concerning Child Abuse and Neglect Training**
- **C.R.S. § 22-32-110(1)(y) Local Board Powers-Accept Gifts, donations, grants (AUTO)**
- **C.R.S. § 22-32-119 Kindergarten**
- **C.R.S. § 22-33-105 Suspensions, expulsion and denial of admission**
- **C.R.S. § 22-33-106 Grounds for suspension, expulsion, denial of admission**
- **C.R.S. § 22-33-107 Enforcement of Compulsory School Attendance**

- **C.R.S. § 22-63-201 Teacher Employment Act - Compensation & Dismissal Act- Requirement to hold a certificate**
- **C.R.S. § 22-63-202 Teacher Employment Act - Contracts in writing, damage provision**
- **C.R.S. § 22-63-203 Teacher Employment Act-Requirements for probationary teacher, renewal & nonrenewal**
- **C.R.S. § 22-63-206 Teacher Employment Act-Transfer of teachers**

C.R.S. § 22-7-1014 (2)(a) Preschool Individualized Readiness Plans – School Readiness Assessments.

- **RATIONALE:** Liberty Common School has existing authority to implement relevant curriculum and assessments to ensure student success in its Core Knowledge curriculum, and in higher, mature learning.
- **REPLACEMENT PLAN:** Liberty Common School has a kindergarten program that utilizes the Core Knowledge curriculum and Singapore Math, with targeted, specific assessments in place. All Colorado Academic Standards are met or exceeded, and the readiness of kindergarten students is determined collaboratively by parents, teachers, and administrators.
- **FINANCIAL IMPACT:** De minimis positive fiscal impact on the school or Poudre School District R-1 due to the savings through administrative duties being delegated to the charter public school building level.
- **HOW THE IMPACT OF THE WAIVER WILL BE EVALUATED:** The impact of this waiver is measured by performance criteria and assessments that apply to Liberty Common School’s curriculum and overall program design, utilizing national, normalized assessments.
- **EXPECTED OUTCOME:** The waiver enables Liberty Common School to continue meeting and exceeding state and district minimum academic performance indicators. Administrative cost savings from reduced paperwork and superfluous procedures are reflected in the school’s site-based budgeting and redirected to classroom supplies, materials, teacher compensation, and other student-centered priorities.

C.R.S. § 22-9-106 Local Board of Education-Duties-Performance Evaluation System

- **RATIONALE:** Liberty Common School headmaster or designated head of school is appointed based upon ability to professionally perform the evaluation of all personnel. Liberty Common School Board of Directors retains the ability to perform ongoing evaluation of the headmaster or designated head of school.

- **REPLACEMENT PLAN:** Liberty Common School implements intensive strategies for performance evaluations that meet or exceed the intent of the law utilizing professional evaluation systems consistent with the contract between Liberty Common School and Poudre School District R-1. The methods used for Liberty Common School's evaluation system include 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 quality standards established by state law.

- **FINANCIAL IMPACT:** De minimis positive fiscal impact on the school or Poudre School District R-1 due to the savings through administrative duties being delegated to the charter public school building level.

- **HOW THE IMPACT OF THE WAIVER WILL BE EVALUATED:** Because teacher performance has a critical impact on the performance of the entire school, the impact of this waiver is measured by individual, annual personnel evaluations within the context of performance criteria and assessments that apply to the school, as set forth in the contract between Liberty Common School and Poudre School District R-1.

- **EXPECTED OUTCOME:** The waiver enables Liberty Common School to continue meeting and exceeding state and district minimum academic performance indicators. Administrative cost savings from reduced paperwork and superfluous procedures are reflected in the school's site-based budgeting and redirected to classroom supplies, materials, teacher compensation, and other student-centered priorities.

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

- **RATIONALE:** Liberty Common School prescribes the actual details of teacher-pupil contact hours to best meet the needs of students.

- **REPLACEMENT PLAN:** Liberty Common School's administrators and teachers are professionals capable of ensuring appropriate contact hours between instructors and students meet or exceed minimum statutory requirements.

- **FINANCIAL IMPACT:** De minimis positive fiscal impact on the school or Poudre School District R-1 due to the savings through administrative duties being delegated to the charter public school building level.
- **HOW THE IMPACT OF THE WAIVER WILL BE EVALUATED:** Because teacher-student contact hours are critical to the performance of the entire school, the impact of this waiver is measured by the performance appraisal criteria and assessments that apply to the school, as per the contract between Liberty Common School and Poudre School District R-1.
- **EXPECTED OUTCOME:** The waiver enables Liberty Common School to continue meeting and exceeding state and district minimum academic performance indicators. Administrative cost savings from reduced paperwork and superfluous procedures are reflected in the school's site-based budgeting and redirected to classroom supplies, materials, teacher compensation, and other student-centered priorities.

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

School Calendar (See **C.R.S. § 22-32-109 (1)(n)(II)(B) Board of Education-Specific Duties** under Non-automatic waiver new requests)

- **RATIONALE:** Liberty Common School is a charter public school and is responsible for its own calendar.
- **REPLACEMENT PLAN:** Liberty Common School adopts a school calendar, approved by the charter-public school's parents through the Liberty Common School BOD. The calendar meets state and District requirements while providing year-to-year consistency and optimal efficiency for Liberty Common School families.
- **FINANCIAL IMPACT:** De minimis positive fiscal impact on the school or Poudre School District R-1 due to the savings through administrative duties being delegated to the charter public school building level.
- **HOW THE IMPACT OF THE WAIVER WILL BE EVALUATED:** The impact of this waiver is measured by the performance criteria and assessments as set forth in the contract between Liberty Common School and Poudre School District.
- **EXPECTED OUTCOME:** The waiver enables Liberty Common School to continue meeting and exceeding state and district minimum academic performance indicators. Administrative cost savings from reduced paperwork and superfluous procedures are

reflected in the school's site-based budgeting and redirected to classroom supplies, materials, teacher compensation, and other student-centered priorities.

C.R.S. § 22-32-109(1)(a) Local Board Duties Concerning Bylaws

- RATIONALE: As an independent charter school, Liberty Common School provides its own policies pertaining to its Board of Directors, and site-based governance.
- REPLACEMENT PLAN: Liberty Common School has established its own policy manual for its Board of Directors, and charter-school governance, consistent with state law.
- FINANCIAL IMPACT: De minimis positive fiscal impact on the school or Poudre School District R-1 due to the savings through administrative duties being delegated to the charter public school building level.
- HOW THE IMPACT OF THE WAIVER WILL BE EVALUATED: The impact of this waiver is measured by the performance criteria and assessments as set forth in the contract between Liberty Common School and Poudre School District R-1.
- EXPECTED OUTCOME: The waiver enables Liberty Common School to continue meeting and exceeding state and district minimum academic performance indicators. Administrative cost savings from reduced paperwork and superfluous procedures are reflected in the school's site-based budgeting and redirected to classroom supplies, materials, teacher compensation, and other student-centered priorities.

C.R.S. § 22-32-109 (1)(b) Competitive Bidding

- RATIONALE: In order to accommodate Liberty Common School's unique program, the school operates with the autonomy, flexibility, and authority granted to it through the Charter Schools Act, with respect to school operations.
- REPLACEMENT PLAN: Liberty Common School board-members and administrators determine the school's best practices for competitive bidding, meeting or exceeding the intent of the law by acting upon the motivation to be efficient with limited funds.
- FINANCIAL IMPACT: De minimis positive fiscal impact on the school or Poudre School District R-1 due to the savings through administrative duties being delegated to the charter public school building level.

- **HOW THE IMPACT OF THE WAIVER WILL BE EVALUATED:** The impact of this waiver is measured by the performance criteria and assessments as set forth in the contract between Liberty Common School and Poudre School District.
- **EXPECTED OUTCOME:** The waiver enables Liberty Common School to continue meeting and exceeding state and district minimum academic performance indicators. Administrative cost savings from reduced paperwork and superfluous procedures are reflected in the school's site-based budgeting and redirected to classroom supplies, materials, teacher compensation, and other student-centered priorities.

C.R.S. § 22-32-109.7 Selection of personnel

- **RATIONALE:** Because Liberty Common School employees are not directly district employees, Liberty Common School has established its own policies and procedures relative to background checks of prospective employees with the same goal of providing a safe and secure environment for students.
- **REPLACEMENT PLAN:** Full background checks will be done, prior to hiring all employees of Liberty Common School, including checks with Larimer County, the State of Colorado, and CDE.
- **FINANCIAL IMPACT:** De minimis positive fiscal impact on the school or Poudre School District R-1 due to the savings through administrative duties being delegated to the charter public school building level.
- **HOW THE IMPACT OF THE WAIVER WILL BE EVALUATED:** Personnel files will be maintained by Liberty Common School, and include record of background checks.
- **EXPECTED OUTCOME:** As a result of this waiver, Liberty Common School will be in compliance with the spirit of the statute to ensure safe schools.

C.R.S. § 22-32-109.8 Fingerprinting

- **RATIONALE:** Because employees of Liberty Common School are not directly district employees, Liberty Common School has established its own policies and procedures relative to background checks of prospective employees with the same goal of providing a safe and secure environment for students, faculty, and the community.

- **REPLACEMENT PLAN:** Fingerprinting will be required of all employees, licensed or unlicensed, and for all in school volunteers at Liberty Common School.

- **FINANCIAL IMPACT:** De minimis positive fiscal impact on the school or Poudre School District R-1 due to the savings through administrative duties being delegated to the charter public school building level.

- **HOW THE IMPACT OF THE WAIVER WILL BE EVALUATED:** Personnel files will contain the records of fingerprinting, and all required information.

- **EXPECTED OUTCOME:** As a result of this waiver, Liberty Common School will be in compliance with the spirit of the statute to ensure safe schools.

C.R.S. § 22-32-109.9 Fingerprinting

- **RATIONALE:** Because employees of Liberty Common School are not directly district employees, Liberty Common School has established its own policies and procedures relative to background checks of prospective employees with the same goal of providing a safe and secure environment for students, faculty, and the community.

- **REPLACEMENT PLAN:** Fingerprinting will be required of all employees, licensed or unlicensed, and for all in school volunteers at Liberty Common School.

- **FINANCIAL IMPACT:** De minimis positive fiscal impact on the school or Poudre School District R-1 due to the savings through administrative duties being delegated to the charter public school building level.

- **HOW THE IMPACT OF THE WAIVER WILL BE EVALUATED:** Personnel files will contain the record of fingerprinting and all required information.

- **EXPECTED OUTCOME:** As a result of this waiver, Liberty Common School will be in compliance with the spirit of the statute to ensure safe schools.

C.R.S. § 22-32-109(1)(z) Local Board Duties Concerning Child Abuse and Neglect Training

- **RATIONALE:** As an independent public-charter school, Liberty Common School will provide its own scheduled professional development days which will match or exceed those offered by the Poudre School District.
- **REPLACEMENT PLAN:** Liberty Common School has established its own policies concerning and in compliance with the Child Protection Act of 1987. Liberty Common School will determine its own schedule for in-service training. Training will meet or exceed state requirements.
- **FINANCIAL IMPACT:** De minimis positive fiscal impact on the school or Poudre School District R-1 due to the savings through administrative duties being delegated to the charter public school building level.
- **HOW THE IMPACT OF THE WIAVER WILL BE EVALUATED:** The impact of this waiver is that Liberty Common School can train its staff according to a schedule that best suits the school and its students. All teachers and support staff will be provided training with regard the Child Protection act of 1987 during initial training.
- **EXPECTED OUTCOME:** The teachers and staff of Liberty Common School will be trained in the recognition and reporting of child abuse and neglect.

C.R.S. § 22-32-110(1)(y) Local Board Powers-Accept gifts, donations, grants

- **RATIONALE:** In order to ensure that Liberty Common School is able to operate effectively, the school engages in fund development efforts. Funds are raised from a wide range of foundations, corporations, and individuals. In addition, the school occasionally receives gifts, which can be used to further support the programs.
- **REPLACEMENT PLAN:** Liberty Common School to engages in responsible fundraising efforts and receives and executes gifts, donations and/or grants in alignment with the donors' wishes, along with local, state and federal laws. In cases of giving in which funds are unrestricted, the school, with the support of the school's Board of Directors and Financial Advisory Committee, determines the most effective use of the funds.
- **FINANCIAL IMPACT:** De minimis positive fiscal impact on the school or Poudre School District R-1 due to the savings through administrative duties being delegated to the charter public school building level.
- **HOW THE IMPACT OF THE WIAVER WILL BE EVALUATED:** Because adequate funding is necessary to implement Liberty Common School's programs, the impact of this waiver is measured by the performance criteria and assessments as set forth in the contract between Liberty Common School and Poudre School District. Further, Liberty

Common School complies with all audits, in which faithful execution of gifts, donations and grants are accounted.

- EXPECTED OUTCOME: The waiver enables Liberty Common School to faithfully execute its mission as presented in the contract between Liberty Common School and the Poudre School District R-1.

C.R.S. § 22-32-119 Kindergarten

- RATIONALE: The Poudre School District R-1 has granted the Board of Directors of Liberty Common School the authority to determine the educational program for the school. Liberty Common School therefore also has the authority to establish and maintain a kindergarten in accordance with the contract between Liberty Common School and the Poudre School District R-1
- REPLACEMENT PLAN: The Core Knowledge educational program for Liberty Common School is described in the contract, and the kindergarten will follow the description.
- FINANCIAL IMPACT: De minimis positive fiscal impact on the school or Poudre School District R-1 due to the savings through administrative duties being delegated to the charter public school building level.
- HOW THE IMPACT OF THE WIAVER WILL BE EVALUATED: The impact of this waiver is measured by the performance criteria and assessments as set forth in the contract between Liberty Common School and Poudre School District R-1.
- EXPECTED OUTCOME: As a result of the waiver, Liberty Common School sets its own kindergarten policies in keeping with the philosophy and mission stated in the contract agreement between the school and Poudre School District R-1.

C.R.S. § 22-33-105 Suspensions, expulsion and denial of admission

- RATIONALE: Because of authority already granted to Liberty Common School in the management of its programs, the school also has its own authority regarding attendance, suspensions and expulsions.
- REPLACEMENT PLAN: Liberty Common School has created school-wide policies around attendance, suspensions, and expulsions that maintain the spirit of state law.

- **FINANCIAL IMPACT:** De minimis positive fiscal impact on the school or Poudre School District R-1 due to the savings through administrative duties being delegated to the charter public school building level.
- **HOW THE IMPACT OF THE WIAVER WILL BE EVALUATED:** Because attendance and discipline are an inherent part of a student's ability to perform academically, the impact of this waiver is measured by the performance criteria and assessments as set forth in the contract between Liberty Common School and Poudre School District R-1.
- **EXPECTED OUTCOME:** The waiver enables Liberty Common School to continue meeting and exceeding state and district minimum academic performance indicators. Administrative cost savings from reduced paperwork and superfluous procedures are reflected in the school's site-based budgeting and redirected to classroom supplies, materials, teacher compensation, and other student-centered priorities.

C.R.S. § 22-33-106 Grounds for suspension, expulsion, denial of admission

- **RATIONALE:** Because of authority already granted to Liberty Common School in the management of its programs, the School also has its own authority regarding attendance, suspensions and expulsions.
- **REPLACEMENT PLAN:** Liberty Common School has created school-wide policies around attendance, suspensions, and expulsions that maintain the spirit of the state law.
- **FINANCIAL IMPACT:** De minimis positive fiscal impact on the school or Poudre School District R-1 due to the savings through administrative duties being delegated to the charter public school building level.
- **HOW THE IMPACT OF THE WIAVER WILL BE EVALUATED:** Because attendance and discipline are an inherent part of a student's ability to perform academically, the impact of this waiver is measured by the performance criteria and assessments as set forth in the contract between Liberty Common School and Poudre School District R-1.
- **EXPECTED OUTCOME:** The waiver enables Liberty Common School to continue meeting and exceeding state and district minimum academic performance indicators. Administrative cost savings from reduced paperwork and superfluous procedures are reflected in the school's site-based budgeting and redirected to classroom supplies, materials, teacher compensation, and other student-centered priorities.

C.R.S. § 22-33-107 Enforcement of Compulsory School Attendance

- **RATIONALE:** The Liberty Common School Board of Directors is responsible for adopting school attendance policies.

- REPLACEMENT PLAN: Liberty Common School has adopted a school policy concerning school attendance that meets the spirit of the state law.
- FINANCIAL IMPACT: De minimis positive fiscal impact on the school or Poudre School District R-1 due to the savings through administrative duties being delegated to the charter public school building level.
- HOW THE IMPACT OF THE WIAVER WILL BE EVALUATED: Because attendance and discipline are an inherent part of a student's ability to perform academically, the impact of this waiver is measured by the performance criteria and assessments as set forth in the contract between Liberty Common School and Poudre School District R-1.
- EXPECTED OUTCOME: The waiver enables Liberty Common School to continue meeting and exceeding state and district minimum academic performance indicators. Administrative cost savings from reduced paperwork and superfluous procedures are reflected in the school's site-based budgeting and redirected to classroom supplies, materials, teacher compensation, and other student-centered priorities.

C.R.S. § 22-63-201 Teacher Employment Act - Compensation & Dismissal Act- Requirement to hold a certificate

- RATIONALE: Liberty Common School has the authority to hire teachers and headmasters/principals that support the school's goals and objectives. Headmasters/principals do not function as a traditional district school principal, but rather are responsible for a wider range of tasks and act as the school's chief executive officers. 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 persons with business, academic, military, or professional experience. All employees of Liberty Common School are employed on an at-will basis. All employees of Liberty Common School demonstrate subject-matter mastery.
- REPLACEMENT PLAN: Liberty Common School, as appropriate, hire certified teachers and administrators that meet or exceed the intent of the law. In some instances, it may be advantageous for the school to hire teachers and/or administrators without a certificate and who possess unique background and/or skills that fill the need of Liberty Common School.
- FINANCIAL IMPACT: De minimis positive fiscal impact on the school or Poudre School District R-1 due to the savings through administrative duties being delegated to the charter public school building level.

- **HOW THE IMPACT OF THE WIAVER WILL BE EVALUATED:** The impact of this waiver is measured by the performance criteria and assessments as set forth in the contract between Liberty Common School and Poudre School District R-1.
- **EXPECTED OUTCOME:** The waiver enables Liberty Common School to continue meeting and exceeding state and district minimum academic performance indicators. Administrative cost savings from reduced paperwork and superfluous procedures are reflected in the school's site-based budgeting and redirected to classroom supplies, materials, teacher compensation, and other student-centered priorities.

C.R.S. § 22-63-202 Teacher Employment Act - Contracts in writing, damage provision

- **RATIONALE:** Liberty Common School has the authority to hire teachers and headmasters/principals that support the school's goals and objectives. Headmasters/principals do not function as a traditional district school principal, but 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 persons with business, academic, military, or professional experience. All employees of Liberty Common School are employed on an at-will basis. All employees of Liberty Common School demonstrate subject-matter mastery.
- **REPLACEMENT PLAN** Liberty Common School, as appropriate, hires certified teachers and administrators that meet or exceed the intent of the law. In some instances, it may be advantageous for the school to hire teachers and/or administrators without a certificate and who possess unique background and/or skills that fill the need of Liberty Common School.
- **FINANCIAL IMPACT:** De minimis positive fiscal impact on the school or Poudre School District R-1 due to the savings through administrative duties being delegated to the charter public school building level.
- **HOW THE IMPACT OF THE WIAVER WILL BE EVALUATED:** The impact of this waiver is measured by the performance criteria and assessments as set forth in the contract between Liberty Common School and Poudre School District.
- **EXPECTED OUTCOME:** The waiver enables Liberty Common School to continue meeting and exceeding state and district minimum academic performance indicators. Administrative cost savings from reduced paperwork and superfluous procedures are

reflected in the school's site-based budgeting and redirected to classroom supplies, materials, teacher compensation, and other student-centered priorities.

C.R.S. § 22-63-203 Teacher Employment Act-Requirements for probationary teacher, renewal & nonrenewal

- **RATIONALE:** Liberty Common School has the authority to develop its own employment agreements, terms, policies, 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 traditional-public school will be successful at Liberty Common School. All employees of Liberty Common School are employed on an at-will basis and subject to employment policies set by the School.
- **REPLACEMENT PLAN:** Liberty Common School has its own employment policies, including teacher agreements, with the terms of non-renewal and renewal of employment agreements, and payment of salaries. These policies meet or exceed the intent of the law.
- **FINANCIAL IMPACT:** De minimis positive fiscal impact on the school or Poudre School District R-1 due to the savings through administrative duties being delegated to the charter public school building level.
- **HOW THE IMPACT OF THE WIAVER WILL BE EVALUATED:** The impact of this waiver is measured by the performance criteria and assessments as set forth in the contract between Liberty Common School and Poudre School District R-1.
- **EXPECTED OUTCOME:** The waiver enables Liberty Common School to continue meeting and exceeding state and district minimum academic performance indicators. Administrative cost savings from reduced paperwork and superfluous procedures are reflected in the school's site-based budgeting and redirected to classroom supplies, materials, teacher compensation, and other student-centered priorities.

C.R.S. § 22-63-206 Teacher Employment Act-Transfer of teachers

- **RATIONALE:** Liberty Common School is granted the authority under the contract between the School and Poudre School District R-1 to select its own teachers. No other school or the Poudre School District R-1 has the authority to transfer teachers into Liberty Common School, or transfer teachers from Liberty Common School to any other schools, except as provided for in the contract between Liberty Common School and Poudre School District R-1.

- **REPLACEMENT PLAN:** The School has its own policies concerning hiring teachers on a best-qualified basis that meet or exceed the intent of the law.
- **FINANCIAL IMPACT:** De minimis positive fiscal impact on the school or Poudre School District R-1 due to the savings through administrative duties being delegated to the charter public school building level.
- **HOW THE IMPACT OF THE WIAVER WILL BE EVALUATED:** The impact of this waiver is measured by the performance criteria and assessments as set forth in the contract between Liberty Common School and Poudre School District R-1.
- **EXPECTED OUTCOME:** The waiver enables Liberty Common School to continue meeting and exceeding state and district minimum academic performance indicators. Administrative cost savings from reduced paperwork and superfluous procedures are reflected in the school's site-based budgeting and redirected to classroom supplies, materials, teacher compensation, and other student-centered priorities.