

DCSD Waiver Request Template for Charter Schools

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

Contact Information
School Name: Challenge to Excellence Charter School
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Charter School Waiver Contact's Phone Number: 303-841-9816
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Non-Automatic Waivers: Policy Description and Rationale and Replacement Plan
Policy Citation and Title: ADB - EDUCATIONAL EQUITY 05.23.2023
Rationale: C2E believes in the dignity of every individual child and staff member. For children, this belief manifests through, among other areas, ensuring equality of opportunity to access our programming. C2E strives to grow every child through, among other programmatic measures, an ability group model that identifies and builds upon each student's learning strengths and challenges. C2E also respects the reality that each of its staff members maintain individual thoughts, beliefs, and experiences, irrespective of their immutable characteristic(s).
Replacement Plan: C2E's Educational Equity Policy reflects the values set out above.
Financial Impact: C2E anticipates that the requested waiver will have no financial impact upon DCSD or the C2E budget.
How the Impact of the Waivers Will be Evaluated: This waiver will be measured by the same performance criteria and assessments that apply to C2E, as set forth in the charter school agreement.
Expected Outcome:

Challenge to Excellence Charter School - DCSD Waiver Request

As a result of this waiver, C2E will be able to educate its students and work with its staff in a manner consistent with its mission, vision, and values.

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

Policy Citation and Title:

[DB Annual Budget 08.20.19](#)

[DB_R Annual Budget \(SBB Model\) Regulation 08.20.19](#)

[DFA Cash Management and Investment Policy 03.05.19](#)

[DFA-R Cash Management and Investment Regulation 03.05.19](#)

[DG Banking Services Deposit of Funds Authorized Signatures and Check Writing 08.16.16](#)

[DG-R Banking Services \(and Deposit of Funds\) Regulation 08.04.16](#)

[DJ District Purchasing 08.20.19](#)

[DJ-R Purchasing Procedures 01.23.06](#)

[DJA Purchasing Authority 09.04.19](#)

DJE Bidding Procedures 09.04.19

Rationale:

C2E is responsible for its own fiscal management and budgeting, based on similar policies, with minor variants. The DCSD has assurance of financial oversight in our annual audit.

Replacement Plan:

These policies are governed by the C2E Governing Council and can be found in [C2E Policy Manual](#) - Policies 2.3, 2.4, 2.5, and 4.10

Financial Impact:

C2E anticipates that the requested waivers will have no financial impact upon DCSD or the C2E budget.

How the Impact of the Waivers Will be Evaluated:

These waivers will be measured by the same performance criteria and assessments that apply to C2E, as set forth in the charter school agreement.

Expected Outcome:

As a result of these waivers, C2E will be able to manage its own financial affairs.

Non-Automatic Waivers: Policy Description and Rationale and Replacement Plan
Policy Citation and Title: DJC Petty Cash 01.23.06
Rationale: C2E is a charter school with a business model independent of DCSD. C2E does not use DCSD for Petty cash.
Replacement Plan: C2E has its own Petty Cash Procedure .
Financial Impact: C2E anticipates that the requested waiver will have no financial impact upon DCSD or the C2E budget.
How the Impact of the Waivers Will be Evaluated: This waiver will be measured by the same performance criteria and assessments that apply to C2E, as set forth in the charter school agreement.
Expected Outcome: As a result of this waiver, C2E will be able to manage its own financial affairs.

Non-Automatic Waivers: Policy Description and Rationale and Replacement Plan
Policy Citation and Title: DJG-DJGA Vendor Relations, Sales Calls and Demonstrations 01.23.06
Rationale: C2E is a charter school with a business model independent of the district. C2E does not use DCSD Purchasing but works with vendors directly, without authority from the DCSD Purchasing Department.
Replacement Plan: The C2E Governing Council and its Designee will determine which vendors to work with per its financial policies 2.3 and 2.4 in the Policy Manual .
Financial Impact: C2E anticipates that the requested waiver will have no financial impact upon DCSD or the C2E budget.
How the Impact of the Waivers Will be Evaluated: This waiver will be measured by the same performance criteria and assessments that apply to C2E, as set forth in the charter school agreement.

Expected Outcome:

As a result of this waiver, C2E will be able to manage its own financial affairs.

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

Policy Citation and Title:

[DK Payment Procedures 01.18.05](#)

[DKA Payroll Procedures-Schedules 12.13.94](#)

[DKC Employee Expense Authorization 08.28.16](#)

[DKC-R-1 Employee Expense Reimbursement Mileage Tolls and Parking 08.28.16](#)

[DKC-R-2 Employee Expense Reimbursement Travel Without Students 08.28.16](#)

[DKC-R-3 Employee Expense Reimbursement Travel With Students 08.28.16](#)

Rationale:

C2E is a charter school with a business model independent of the district so that, for example, employees of C2E are not employees of the district. C2E does not use DCSD Business Services or Payroll Services so C2E is responsible for payroll and all other payments to employees of the school as well as outside vendors.

Replacement Plan:

Payroll and reimbursements policies are outlined in the [Employee Handbook](#) on pages 14-15 and 33.

Financial Impact:

C2E anticipates that the requested waivers will have no financial impact upon DCSD or the C2E budget other than the costs involved with payroll management systems and the staff tasked with tracking the implicated items.

How the Impact of the Waivers Will be Evaluated:

These waivers will be measured by the same performance criteria and assessments that apply to C2E, as set forth in the charter school agreement.

Expected Outcome:

As a result of this waiver, C2E will be able to manage its own financial affairs while ensuring proper payment to employees in the way of salary, benefits, and reimbursements.

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

Policy Citation and Title:

[EBBA Prevention of Disease - Infection Transmission 12.17.2021](#)

[EBBA-R Prevention of Disease Infection - Transmission Regulation 10.16.2020](#)

[JLCC Communicable Diseases and Long-Term Illnesses 12.07.2021](#)

Challenge to Excellence Charter School - DCSD Waiver Request

<p>Rationale:</p> <p>At all times, C2E will look to ensure the health and safety of its staff and students and members of the public entering its buildings. C2E has been and will continue to be responsible for managing communicable diseases and illnesses, to include cooperating with all local, state, and federal mandates and working closely with DCSD and its charter schools regarding mitigation strategies and related data.</p>
<p>Replacement Plan:</p> <p>C2E will be responsible for ensuring the health and well-being of its students and staff as set out above and according to its replacement policy.</p>
<p>Financial Impact:</p> <p>C2E anticipates that the requested waiver will have no financial impact upon DCSD or the C2E budget.</p>
<p>How the Impact of the Waivers Will be Evaluated:</p> <p>This waiver will be measured by the same performance criteria and assessments that apply to C2E, as set forth in the charter school agreement.</p>
<p>Expected Outcome:</p> <p>As a result of this waiver, C2E will be able to navigate disease transmission in a way that makes sense for C2E's community, Douglas County, and the state of Colorado.</p>

Non-Automatic Waivers: Policy Description and Rationale and Replacement Plan
<p>Policy Citation and Title:</p> <p>EBCE School Closings and Cancellations 09.02.03 EBCE-R School Closings and Cancellations Regulation 09.02.03</p>
<p>Rationale:</p> <p>C2E will follow the closings and delays announced by DCSD. However, C2E may also elect to delay or close school on days that DCSD does not.</p>
<p>Replacement Plan:</p> <p>C2E has its own school closures and delay procedures outlined in the Parent & Student Handbook on pages 15-16.</p>
<p>Financial Impact:</p> <p>C2E anticipates that the requested waiver will have no financial impact upon DCSD or the C2E budget.</p>
<p>How the Impact of the Waivers Will be Evaluated:</p> <p>This waiver will be measured by the same performance criteria and assessments that apply to C2E, as set forth in the charter school agreement.</p>
<p>Expected Outcome:</p>

As a result of this waiver, C2E will be able to manage its calendar and program in the most effective manner.

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

Policy Citation and Title:

[FBC-R School Capacity Standards 08.19.03](#)

[FEG Construction Contracts Bidding and Awards - General Contractors 03.10.16](#)

[FEH Supervision of Construction 08.19.03](#)

[FEH-R-1 Building and Site Modifications 12.07.17](#)

[FF Naming New Facilities 08.20.19](#)

[FF-R Naming New Facilities and Areas of Facilities 02.25.08](#)

[FFA Memorials for Deceased Students and Staff 05.03.12](#)

Rationale:

C2E is responsible for its own construction, site modification, and naming of facilities and/or memorials consistent with its vendor contracts, local and state laws and building codes, and its charter contract with DCSD.

Replacement Plan:

C2E does not have discrete policies as to these but is subject to the terms and conditions of its vendor contracts, local and state laws and building codes, and its charter contract with DCSD. C2E will adhere to the following guidelines in relation to the policies listed above:

- Classes will have 24-25 students each; no class will exceed 30 students with the exception of study hall in middle school.
- All purchases of material goods or services of \$25,000 or more will go through a bidding process to compare prices and quality.
- With any major construction projects, C2E will implement a robust oversight mechanism involving regular site inspections, milestone reviews, and stakeholder updates and assign a dedicated project manager to ensure adherence to project specifications, quality standards, and timelines.
- With regards to naming new facilities, C2E will incorporate community input and historical significance. Names will reflect C2E's mission, vision, and values.
- C2E recognizes the importance of honoring deceased students and staff in a manner that is both respectful and meaningful. Memorials may include plaques, benches, gardens, or other appropriate commemorations that contribute positively to the school environment. All memorial requests must be submitted to the school administration for approval, with considerations given to the wishes of the deceased's family and the broader school community. Memorials will be placed in designated areas approved by the Governing Council, and ongoing maintenance will be the responsibility of the school. C2E reserves the right to relocate or modify memorials to preserve the educational mission and aesthetic of the school grounds.

<p>Financial Impact: C2E anticipates that the requested waiver will have no financial impact upon DCSD or the C2E budget.</p>
<p>How the Impact of the Waivers Will be Evaluated: This waiver will be measured by the same performance criteria and assessments that apply to C2E, as set forth in the charter school agreement.</p>
<p>Expected Outcome: As a result of this waiver, C2E will be able to conduct its own affairs as to the content of these policies if needed consistent with its vendor contracts, local and state laws and building codes, and its charter contract with DCSD.</p>

Non-Automatic Waivers: Policy Description and Rationale and Replacement Plan
<p>Policy Citation and Title: <u>GBJ Personnel Records and Files 11.27.06</u></p>
<p>Rationale: C2E is a charter school with a business model independent of the district. C2E is responsible for its own personnel records.</p>
<p>Replacement Plan: Personnel files for each employee are accurately maintained and are considered confidential, with limited access. These files include employment applications, references, compensation records, evaluations, and other relevant information. Evaluation reports are also confidential, accessible only to the employee, relevant administrators, and legal authorities involved in dismissal cases. Employees have the right to review their own files, except for confidential references, by providing written notice. Employees' home addresses, phone numbers, and medical records are also protected from unauthorized disclosure. All personnel files will be maintained at C2E for all C2E employees per Colorado law.</p>
<p>Financial Impact: C2E anticipates that the requested waiver will have no financial impact upon DCSD or the C2E budget.</p>
<p>How the Impact of the Waivers Will be Evaluated: This waiver will be measured by the same performance criteria and assessments that apply to C2E, as set forth in the charter school agreement.</p>
<p>Expected Outcome: As a result of this waiver, C2E will be able to navigate employee matters in a manner that is consistent with state and federal law and C2E's policies, practices, and values.</p>

Non-Automatic Waivers: Policy Description and Rationale and Replacement Plan	
Policy Citation and Title:	<u>HB Policy Governing Relationships with Labor Unions or Labor Union-Affiliated Organizations 09.05.12</u>
Rationale:	C2E employees are not district employees and, otherwise, are not part of a labor union.
Replacement Plan:	Not applicable.
Financial Impact:	C2E anticipates that the requested waiver will have no financial impact upon DCSD or the C2E budget.
How the Impact of the Waivers Will be Evaluated:	This waiver will be measured by the same performance criteria and assessments that apply to C2E, as set forth in the charter school agreement.
Expected Outcome:	As a result of this waiver, C2E will be able to navigate employee matters in a manner that is consistent with state and federal law and C2E's policies, practices, and values.

Non-Automatic Waivers: Policy Description and Rationale and Replacement Plan	
Policy Citation and Title:	<u>JH Student Attendance 09.15.20</u> <u>JJ JIA Student Rights and Responsibilities-Due Process Rights 09.15.20</u> <u>JIC JICDA Student Conduct 09.15.20</u> <u>JICA Student Dress 09.15.20</u>
Rationale:	The academic, behavior, and uniform expectations of C2E students are governed by the C2E Governing Council. At all times, C2E will follow state and federal law and continue to seek annual feedback from parents, students, and staff regarding the school's overall environment.
Replacement Plan:	C2E has its own <u>Attendance Policy</u> , <u>Student Discipline Policy</u> , and <u>Student Uniform Policy</u> in the <u>Parent & Student Handbook</u> .
Financial Impact:	C2E anticipates that the requested waiver will have no financial impact upon DCSD or the C2E budget.

How the Impact of the Waivers Will be Evaluated:

This waiver will be measured by the same performance criteria and assessments that apply to C2E, as set forth in the charter school agreement.

Expected Outcome:

As a result of this waiver, C2E will be able to work with our parents and students in a manner consistent with state and federal law and C2E's policies, practices, and values.

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

Policy Citation and Title:

[KE Public Complaints 05.2012](#)

[KEC Public Complaints About Learning Resources 05.2012](#)

[KEC-E Citizens Request for Reconsideration of Learning Resources](#)

[KEC-R Public Complaints About Learning Resources 05.12](#)

Rationale:

Grievances will follow policy as set by the C2E Governing Council. Further, the C2E Governing Council will handle its own complaints pertaining to learning resources/curriculum. C2E's Governing Council has the authority to continue development of the educational program and prescribe the textbooks to be used as long as the program remains consistent with the charter.

Replacement Plan:

C2E's communication and grievance policies can be found in the [Parent & Student Handbook](#) on pages 38-40.

Financial Impact:

C2E anticipates that the requested waiver will have no financial impact upon DCSD or the C2E budget.

How the Impact of the Waivers Will be Evaluated:

This waiver will be measured by the same performance criteria and assessments that apply to C2E, as set forth in the charter school agreement.

Expected Outcome:

As a result of these waivers, C2E will be able to work with our parents and students in a manner consistent with C2E's communication policy, practices, and values.