

KNOW YOUR CONTRACT

Recently, with all of the political pressure on student achievement, we have had some faculties who have been approached about waving provisions of the contract.

Your contract states:

Article 8-24 Waivers

Each school may, through its Principal, request waivers from the provisions of the Agreement, Superintendent Policies and Procedures, and state statutory and regulatory requirements.

Requests for the following school year should be submitted prior to March 1.

Requests for waivers from the Agreement will be made to the Board of the Association, and the Association shall act first on the waiver; if it is approved by the Association, the Board of Education shall then act on whether to grant the waiver.

Requests for waivers from the Superintendent's Policies and Procedures shall be made to the Superintendent who shall determine whether to grant the waiver.

Requests for waivers from the state statutes or regulations shall be made to the Superintendent and the Board of Education shall determine whether such request should be sent to the Colorado Department of Education.

The requests for waivers must be endorsed by the Principal at the school site, and must have the support of a **substantial majority of the staff**, BAAC and should be reviewed with the general school community. The waiver request should specify that section of the Agreement, Superintendent's Policies and Procedures, or state statute or regulation for which the waiver is being requested, the starting and ending date for the waiver, and **must provide supporting information or documentation to show that granting the waiver will improve student achievement at the school.**

Requests to renew the waivers must provide supporting information or documentation to show how the grant of the waivers has improved student achievement at the school.

Your building administrator is not required to inform you of your rights.

It is up to you to Know Your Contract!