**Banning Lewis Ranch Academy**

**Statutes with Description**

**C.R.S. 22-63-201 – Teacher Employment – License Required – Exception.**

This law prohibits a local board of education from entering an employment contract with any person as a teacher, unless such person holds a provisional or professional teacher’s license or authorization. (Substantive)

**C.R.S. 22-63-203 – Probationary Teachers – Renewal and Non-Renewal of Employment Contracts.** This law relates to the employment of probationary teachers, teachers employed during the first three years of their full-time continuous employment with a school district. (Substantive)

**C.R.S. 22-63-301 – Grounds for Dismissal.**

This statute enumerates the grounds for dismissing a teacher. (Substantive)

**Basic Information:**

 **School Name:** Banning Lewis Ranch Academy

 **School Address:** 7094 Cottonwood Tree Drive

 **Prepared by:** Amy Brundage

 **Preparer’s Phone Number:** 719-570-0075

**Preparer’s Email Address:** abrundage@blracademy.org

 **Charter School Contact:** Amy Brundage

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 **District Contact:** Jim Bonavita

 **District Contact Email Address:** jbonavita@d49.org

**Rationale**: BLRA is responsible for its own personnel matters, including employing its own staff and establishing its own terms and conditions of employment.

**Manner in which BLRA will Comply:**

BLRA is responsible for its own personnel matters, including employing its own staff and establishing its own terms and conditions of employment, policies, rules and regulations, and providing its own training. BLRA must be able to terminate employees who cannot deliver its educational programs successfully.

**Duration of the Waiver:**

BLRA requests that the waiver be for the duration of its contract with Falcon 49 School District which is through June 30, 2035.

**Financial Impact:** BLRA anticipates that the requested waiver will have no financial impact upon Falcon 49 School District. BLRA must operate within its budget and the cost of any replacement policy impact has been included in the budget.

**How the Impact of the Waiver will be Evaluated:** The impact of these waivers will be measured by the performance criteria and assessments that apply to BLRA, as per the Charter School Agreement.

**Expected Outcome:** As a result of these waivers, BLRA will be able to operate its educational program in a more efficient and productive manner, and will be accountable for the performance of the teachers and students at BLRA. These waivers will allow BLRA to select, employ and provide professional development for its own principal and teachers, in accordance with the terms and conditions set by the Charter School Agreement. BLRA will be able to terminate employees who do not perform at a satisfactory level.