

EXHIBIT F

State statute and regulation waiver requests jointly requested by Poudre R-1 School District and Ridgeview Classical Schools.

C.R.S. § 22-2-112(1)(q)(I)

C.R.S. § 22-7-1014(2)(a)

C.R.S. § 22-9-106

C.R.S. § 22-32-109(1)(n)(I)

C.R.S. § 22-32-109(1)(n)(II)(A)

C.R.S. § 22-32-109(1)(n)(II)(B)

C.R.S. § 22-63-201

C.R.S. § 22-63-202

C.R.S. § 22-63-203

C.R.S. § 22-63-204

C.R.S. § 22-63-205

C.R.S. § 22-63-206

C.C.R. 301-81

Rationale: The Ridgeview Classical Schools' Headmaster (or designated head of school) must have the ability to perform the evaluation of all personnel. The BOD must also have the ability to perform the evaluation for the Headmaster and any other employees under their direction. Additionally, Ridgeview Classical Schools should not be required to report their teacher evaluation ratings as a part of the commissioner's report as required by C.R.S. 22-2-112(1)(q)(I)

Plan: Ridgeview Classical Schools uses its own evaluation system as agreed to in the Charter School Agreement with Poudre R-1 School District and therefore should not be required to report their teacher evaluation data. Ridgeview's evaluation system will continue to meet the intent of the law as outlined in statute. The methods used for Ridgeview's evaluation system include quality standards that are clear and relevant to the administrators' and teachers' roles and responsibilities, have the goal of improving student academic growth, and meet the intent of the quality standards established in SB 10-191. In addition, the evaluation data is used to inform professional development decisions for each teacher.

Duration of the Waiver: Ridgeview Classical Schools requests that the waiver be for the duration of its contract with the Poudre R1 School District. Therefore, the waiver is requested through June 30, 2026.

Financial Impact: Ridgeview Classical Schools anticipates that the requested waiver will have no financial impact upon the Poudre R1 School District or the Ridgeview Classical Schools budget.

How the Impact of the Waiver will be Evaluated: Since teacher performance has a critical impact on the performance of the entire school, the impact of this waiver will be measured by the same performance criteria and assessments that apply to the school, as set forth in this Charter School Agreement.

Expected Outcome: With this waiver, the school will be able to continue to implement its program and evaluate its teachers in accordance with its Policy EP-4.0 Performance Evaluations, which is designed to produce greater accountability, allow individualized professional development plans, and be consistent with the school's goals and objectives. This will benefit staff members as well as students and the community.

Rationale: Poudre R-1 School District has granted Ridgeview Classical Schools the authority to implement relevant curriculum and assessments, educational programs, and kindergarten readiness assessments to ensure student success. The domains of physical well-being, motor development, social-emotional development, language and comprehension development, cognition, and general knowledge are assessed daily due to the curriculum and assessments in place. Supports are readily available through numerous avenues throughout the program.

Replacement Plan: Every kindergarten student at Ridgeview Classical Schools will be administered a school readiness assessment within the first 60 days of the school year. Our kindergarten program utilizes the Core Knowledge Sequence and Singapore Math with targeted, specific assessments in place. Ridgeview's kindergarten program includes meeting or exceeding all state standards. School Readiness Assessments will not be used for retention purposes, and data collected will be reported to Poudre Valley R-1 School District and CDE. Students are assessed throughout the year on the following metrics:

1. Physical Well-Being and Motor Development:

- Students participate in a structured physical education class, in which motor-development skills are acquired.
- Students participate in art education where they develop fine motor skills through drawing, painting, cutting, and making objects.
- Students participate in music education by participating in a variety of movement and rhythm exercises.
- Students participate in daily penmanship exercises, learning how to hold and manipulate a pencil and write proper letters and numbers.
- *Assessment information is gathered by observation protocols based on appropriate developmental guidelines and state standards in the area of physical well-being and motor development.*

2. Social-Emotional Development:

- Students are instructed in the positive behavior support system designed by the school, including classroom, cafeteria, recess, and hallway expectations. Students are rewarded for positive behaviors that they demonstrate.
- Various classroom positive behavior techniques are implemented. These include a punch-card reminder system, individual behavior charts, and whole class rewards. These systems serve to strengthen self-regulation and executive function, which in turn help students pay attention, remember directions, and control their behavior.
- Students are taught our eight Character Pillars which are explained, identified, and promoted throughout the entirety of our curriculum. Students are encouraged and recognized for demonstrating good character and positive virtues.
- *Assessment information is gathered by observation protocols based on appropriate developmental guidelines and state standards in the area of social-emotional development.*

3. Language and Comprehension Development (based on State standards):

- Students receive 120 minutes of instruction each day focused on reading, writing, listening, and speaking, building vocabulary and knowledge. Students master sounds and letters for fluent decoding and encoding and build knowledge, language and vocabulary that are essential for comprehension. Assessments are administered every two weeks to monitor growth.
- Acadience (formerly Dibels) assessment is administered three times per year. Any student who does not meet benchmark is progress-monitored every two or three weeks to track progress. Students not making benchmark are assessed with curriculum-based measures and are progress-monitored with Acadience to determine the literacy area most in need of improvement. If the student is far below their benchmark on two consecutive administrations, the student is placed on a READ plan and given an additional 30 minutes of small group instruction.

4. Cognition and General Knowledge (based on State standards):

- Students receive 60 minutes of math instruction using Singapore Math. This conceptual math curriculum is based on state standards. Assessments are given every week to monitor progress. Students who fall behind are given additional time in small group or one-on-one sessions with the teacher in the area of need.
- Science instruction includes lessons on various topics including plants and animals, animals and their needs, the human body (including taking care of their body with exercise, cleanliness, healthy foods, and rest), introduction to magnetism, seasons and weather, and taking care of the Earth. Assessments are given regularly to monitor progress.
- History and Geography: Students are instructed on various topics including geography (spatial sense, which involves working with maps and globes to recognize rivers, lakes, mountains, the Atlantic and Pacific Oceans and the North and South Pole), an overview of the seven continents, Native American peoples, early exploration and settlement (including the voyage of Columbus, the Pilgrims, and Independence Day), presidents past and present, and symbols and figures (including the American Flag, the Statue of Liberty, Mount Rushmore and the White House).
- *Assessment information is gathered by observation protocols based on appropriate developmental guidelines and state standards in the area of cognition and general knowledge.*
- Any students not making adequate growth in any of the above areas receive Multi-Tiered-System-of Supports (MTSS) intervention strategies within the classroom, in small groups, or via one-on-one instruction. Intervention plans include results of formal assessments, informal assessments, and developmental checklists. If students do not respond with adequate growth following this intervention, they may be referred to the Special Education Support Team for further assessment.

Replacement Plan: The Board and administration will, by policy, annually create a school calendar to be approved no later than the April Board meeting of the preceding year. This calendar will be distributed to employees and parents of Ridgeview Classical immediately following approval.

Calculated hours of student instruction will meet or exceed the numbers required by state statute for elementary, middle, and high school students.

Duration of the Waiver: Ridgeview Classical Schools is requesting this waiver for the duration of its contract with the Poudre R-1 School District, therefore the waiver requested is for five academic operating years through June 30, 2026.

Financial Impact: Ridgeview Classical Schools anticipates that the requested waiver will have no financial impact on the school's budget nor upon the Poudre R-1 School District.

How the Impact of the Waiver will be Evaluated: The impact of this waiver will be measured by the same performance criteria and assessments that apply to the school as set forth in the charter contract.

C.R.S. § 22-9-106 **Local Boards of Education – Duties – Performance Evaluation Service – Compliance – Rules**

Rationale: Ridgeview Classical Schools' Headmaster shall be responsible for the annual evaluation of all personnel matters, including employee evaluations. Ridgeview Classical Schools' Board of Directors shall also be responsible for the ongoing evaluation of the Headmaster and any other direct employees of the Board.

Replacement Plan: Ridgeview Classical Schools will be using its own evaluation system as agreed to in its initial Charter contract and all subsequent Recharters with Poudre R-1 School District. This evaluation system is clearly outlined in school policy, and includes quality standards that are clear and relevant to administrator, teacher, and staff roles and responsibilities. It is administered via multiple modalities including direct observations and written evaluations on an annual basis, and has the goal of improving student academic growth and meeting the quality standards (including, but not limited to, recommendations for improvement and identification of professional development opportunities) as established by state law.

Duration of the Waiver: Ridgeview Classical Schools is requesting this waiver for the duration of its contract with the Poudre R-1 School District, therefore the waiver requested is for five academic operating years through June 30, 2026.

Financial Impact: Ridgeview Classical Schools anticipates that the requested waiver will have no financial impact on the school's budget nor upon the Poudre R-1 School District.

How the Impact of the Waiver will be Evaluated: Since teacher performance is the primary reason for the successful performance not only of students, but the entire school, the impact of this waiver

will be measured by the same performance criteria and assessments that apply to the school as set forth in the contract between Ridgeview Classical Schools and Poudre R-1 School District

Expected Outcome: This waiver will enable Ridgeview Classical Schools to continue to implement its evaluation program as designed to measure and assess its teachers and staff. This program is designed to provide greater accountability and is consistent with the schools' goals and objectives with the intent of meeting and exceeding state and district minimum academic performance indicators.

C.R.S. § 22-32-109(1)(n)(I)

Specific Duties School Calendar

C.R.S. § 22-32-109(1)(n)(II)A

Teacher Pupil Contact Hours

C.R.S. § 22-32-109(1)(n)(II)B

Specific Duties Adoption of District Calendar

Rationale: The Board of Directors at Ridgeview Classical Schools will prescribe the actual details of its own school calendar to best meet the needs of its community. As such, the school will have a calendar that may differ from the rest of the schools within the Poudre R-1 District. Ridgeview Classical Schools will always meet at least the minimum required time and days as outlined in state law.

Replacement Plan: The Board and administration will, by policy, annually create a school calendar to be approved no later than the April Board meeting of the preceding year. This calendar will be distributed to employees and parents of Ridgeview Classical immediately following approval. Calculated hours of student instruction will meet or exceed the numbers required by state statute for elementary, middle, and high school students.

Duration of the Waiver: Ridgeview Classical Schools is requesting this waiver for the duration of its contract with the Poudre R-1 School District, therefore the waiver requested is for five academic operating years through June 30, 2026.

Financial Impact: Ridgeview Classical Schools anticipates that the requested waiver will have no financial impact on the school's budget nor upon the Poudre R-1 School District.

How the Impact of the Waiver will be Evaluated: The impact of this waiver will be measured by the same performance criteria and assessments that apply to the school as set forth in the charter contract.

C.R.S. § 22-63-201 Teacher Employment Act – Compensation & Dismissal Act-Requirement to Hold a Certificate

Rationale: Ridgeview Classical Schools has always employed individuals it has determined to be qualified for the job and does not believe that a teaching certificate qualifies an individual to teach. The teachers hired must be philosophically aligned with the school, the school's goals and objectives, and must demonstrate subject-matter mastery of the content to be taught. The school attracts administrators, teachers, and staff employees from a wide variety of backgrounds, including but not limited to teachers from out-of-state, teachers with a lapsed Colorado teaching 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 RCS are employed on an at-will basis.

Replacement Plan: Ridgeview Classical Schools will be responsible for the continued hiring of teachers capable of delivering the educational programs as instituted within the school. We shall, as appropriate, hire licensed 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 license or certificate and who possess unique background and/or skills that fill the need of Ridgeview Classical Schools. All employees will be subject to all applicable fingerprinting and background checks as required by school policy. Special Education teachers will hold all requisite state licenses and endorsements.

Duration of the Waiver: Ridgeview Classical Schools is requesting this waiver for the duration of its contract with the Poudre R-1 School District, therefore the waiver requested is for five academic operating years through June 30, 2026.

Financial Impact: Ridgeview Classical Schools anticipates that the requested waiver will have no financial impact on the school's budget nor upon the Poudre R-1 School District.

How the Impact of the Waiver will be Evaluated: The impact of this waiver will be measured by the same performance criteria and assessments that apply to the school as set forth in the charter contract.

Expected Outcome: The waiver enables Ridgeview Classical to continue meeting and exceeding state and district minimum academic performance indicators and ensure that its students meet the educational goals of the school.

C.R.S. § 22-63-202 Teacher Employment – Contracts in Writing, Duration, Damage Provision

C.R.S. § 22-63-203 Teacher Employment – Requirements for Probationary Teacher, Renewal & Nonrenewal

Rationale: Ridgeview Classical Schools will continue hold the authority to manage its own hiring, develop its own employment agreements, terms and conditions of employment, and termination policies.

Plan: Ridgeview Classical Schools will be responsible for its own personnel matters including employing its own faculty and staff, including establishing its own terms and conditions of hiring and employment, rules and regulations, and providing its own training. Therefore, RCS requests that these statutes be waived or delegated from the Poudre School District Board to the Headmaster and Board of Directors of RCS. The success of RCS depends solely on its ability to select and employ its own faculty and staff including the training and direction of the faculty and staff in accordance with the school's charter, goals, and objectives. All employees of RCS will be hired on an at-will basis in accordance with state law. All contracts provided to employees (administrative, teacher, and staff) are written and include terms of renewal, non-renewal, and terms of payment of salaries pursuant to our own school policies.

Duration of the Waivers: Ridgeview Classical Schools is requesting these waivers for the duration of its contract with the Poudre R-1 School District, therefore the waivers requested are for five academic operating years through June 30, 2026.

Financial Impact: Ridgeview Classical Schools anticipates that the requested waivers will have no financial impact on the school's budget nor upon the Poudre R-1 School District. Any costs incurred by the school will be within the means of the current-year school budget.

How the Impact of the Waivers will be Evaluated: The impact of these waivers will be measured by the same performance criteria and assessments that apply to the school as set forth in the charter contract.

Expected Outcome: The waivers will enable Ridgeview Classical Schools to operate as it has since the inception of the school and thus manage its own personnel affairs.

***C.R.S. § 22-63-204* Interest Prohibited**

Rationale: Ridgeview Classical Schools has written original materials that have occasionally been sold, and this waiver permits remuneration for such activities.

Plan: Under very stringent guidelines and with prior approval from the Board of Directors, Ridgeview Classical Schools does allow teachers to profit from sales of original materials not created while working for RCS. Additionally, because Ridgeview operates differently from traditional public schools, it has developed its own best practices for determining the acceptance of gifts, grants, and donations.

Duration of the Waiver: Ridgeview Classical Schools is requesting this waiver for the duration of its contract with the Poudre R-1 School District, therefore the waiver requested is for five academic operating years through June 30, 2026.

Financial Impact: Ridgeview Classical Schools anticipates that the requested waiver will have no financial impact on the school's budget nor upon the Poudre R-1 School District. Any costs incurred by the school will be within the means of the current-year school budget.

How the Impact of the Waiver will be Evaluated: The impact of this waiver will be measured by the same performance criteria and assessments that apply to the school as set forth in the charter contract.

Expected Outcome: The waiver will enable Ridgeview Classical Schools to manage its own faculty and staff in accordance with the goals and expectations of the charter and the Ridgeview Board.

C.R.S. § 22-63-205 Exchange of Teachers

Rationale: Ridgeview Classical Schools has no teacher exchange program and has no plan to start one.

Replacement Plan: RCS will be responsible for all of these matters rather than the district. The teacher contracts, employment agreements, etc. utilized are essentially the same since the inception of the school.

Duration of the Waiver: Ridgeview Classical Schools is requesting this waiver for the duration of its contract with the Poudre R-1 School District, therefore the waiver requested is for five academic operating years through June 30, 2026.

Financial Impact: Ridgeview Classical Schools anticipates that the requested waiver will have no financial impact on the school's budget nor upon the Poudre R-1 School District. Any costs incurred by the school will be within the means of the current-year school budget.

How the Impact of the Waiver will be Evaluated: The impact of this waiver will be measured by the same performance criteria and assessments that apply to the school as set forth in the charter contract.

Expected Outcome: The waiver will enable Ridgeview Classical Schools to manage its own faculty and staff in accordance with the goals and expectations of the charter and the Ridgeview Board.

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

Rationale: Ridgeview Classical Schools is granted the authority under its Charter School Agreement to select its own teachers. Ridgeview has its own policies concerning hiring teachers on a best-qualified basis that meet or exceed the intent of the law. The District should not have the authority to transfer its teachers into Ridgeview, nor transfer teachers from Ridgeview out into the District.

Replacement Plan: Ridgeview will be responsible for all of these matters and not the district. Employment agreements utilized are essentially the same since the inception of the school and clearly stipulate that Ridgeview Classical Schools has no authority to extend the faith and/or credit of Poudre School District R-1 to any third party or entity, that Ridgeview Classical Schools has no authority to enter into any contract that would bind Poudre School District R-1, and that Poudre School District R-1 has no obligation or liability whatsoever under or in any way connected with our contracts.

Duration of the Waiver: Ridgeview Classical Schools is requesting this waiver for the duration of its contract with the Poudre R-1 School District, therefore the waiver requested is for five academic operating years through June 30, 2026.

Financial Impact: Ridgeview Classical Schools anticipates that the requested waiver will have no financial impact on the school's budget nor upon the Poudre R-1 School District. Any costs incurred by the school will be within the means of the current-year school budget.

How the Impact of the Waiver will be Evaluated: The impact of this waiver will be measured by the same performance criteria and assessments that apply to the school as set forth in the charter contract.

Expected Outcome: The waiver will enable Ridgeview Classical Schools to manage its own faculty and staff within the school (and not within the District) in accordance with the goals and expectations of the charter and the Ridgeview Board.

***1 CCR 301-81* Individual Governing Standards for Individual Career and Academic Plans**

Rationale: Ridgeview Classical Schools academic performance and graduation rates exceed both state and district levels. The Ridgeview program has also been proven to exceed the requirements of postsecondary workforce readiness. The requirements of these rules would interfere with the successful and proven program currently in place.

Replacement Plan: Ridgeview will continue its operations as established through the RCS College Advising Office, which includes information to parents and students, assistance with college and career essays, college visits, and opportunities to discuss plans for the future with faculty.

Duration of the Waiver: Ridgeview Classical Schools is requesting this waiver for the duration of its contract with the Poudre R-1 School District, therefore the waiver requested is for five academic operating years through June 30, 2026.

Financial Impact: Ridgeview Classical Schools anticipates that the requested waiver will have no financial impact on the school's budget nor upon the Poudre R-1 School District. Any costs incurred by the school will be within the means of the current-year school budget.

How the Impact of the Waiver will be Evaluated: The impact of this waiver will be measured by the same performance criteria and assessments that apply to the school as set forth in the charter contract.

Expected Outcome: The waiver will enable Ridgeview Classical Schools to manage its own faculty and staff within the school (and not within the District) in accordance with the goals and expectations of the charter and the Ridgeview Board.