

COPY

Memorandum of Understanding Regarding  
21<sup>st</sup> Century Partnership

During the 2018-2019 school year, schools will have the opportunity to develop progressive approaches for improvements to operational effectiveness and efficiencies. In order to meet the District's overall goals to maximize and increase student achievement and wellbeing, schools will have the opportunity to apply for a 21<sup>st</sup> Century Partnership. This partnership allows for a school to waive specific policy language for a specific period of time. All partnerships will be subject to review and evaluation.

A waiver, which may be initiated by any staff member, must be submitted to the 21st Century Partnership Committee in writing as outlined below:

- All waiver requests will be reviewed, approved, and jointly submitted by a building principal and AR to the 21st Century Partnership Committee - Attn: CCEA and CCSD at Educational Service Center. A copy should be sent to both CCEA and CCSD.
- A statement must be submitted specifically explaining the policy provisions for which the waiver is being requested such as, but not limited to program implementation, after school tutorials, after school PLCs, etc.
- A written rationale for the waiver must explain why it is necessary and how it is linked to increasing student achievement and serving the whole child.
- The proposal must include a timeline for implementation and evaluation.
- The completed proposal must be available for review to all affected parties for at least 10 working days prior to an anonymous voting process.
- Evidence of support for the requested waiver must have 100% of the impacted employees in agreement for the 2018-2019 school year. For the purposes of the 2019 negotiations, both parties agree to assess the effectiveness of this approach.
- Applicants must re-submit the proposal annually to be evaluated by the committee.
- No multi-year proposals will be accepted during the 2018-19 school year; however, multi-year proposals may be considered during the 2019 negotiations.
- All approved proposals will be published on the HR website.

21st Century Waivers cannot be utilized for the following:

- Salary
- Benefits
- Status - probationary and non-probationary
- New policy language within its first year of implementation

The 21st Century Partnership Committee will consist of the following:

- Three (3) members from the CCEA Leadership Team,
- Three (3) members from the District which would include
  - Two from Human Resources,
  - One from Educational Operations directly responsible for overseeing the school or department, and
- Approval of any proposal must have 100% support of the 21st Partnership Committee.

The 21st Century Partnership Committee will meet as needed and decisions will be made by consensus and are final with no recourse for appeal. Decisions will be communicated no later than 15 working days.

  
CCEA President

4/26/18

Date

  
Cherry Creek School District

4/26/2018  
Date