

**CHARTER SCHOOL RENEWAL APPLICATION  
JEFFERSON ACADEMY**

**Appendix N**

**Jefferson Academy List of Requested State Waivers for  
Charter Renewal**

**Previously Approved Waivers**

## Charter School Waiver Request Form

A charter school may operate free from specified state rules and statutes as provided in §22-30.5-104(6)(b), C.R.S.

**For your waiver request to be reviewed, please provide:**

- An electronic, signed copy of the charter contract between the charter school and its authorizer, which would include a complete request of waivers as an appendix.
- Waiver Request Form-complete, typed and signed
- A Rationale and Replacement Plan (RRP) for each waiver requested from state statute. This is a requirement for automatic and non-automatic waivers. A sample RRP can be found [here](#).
- An electronic copy of the charter application or renewal application.

This waiver request may be submitted electronically to: [schoolsofchoice@cde.state.co.us](mailto:schoolsofchoice@cde.state.co.us)

### General Information

Charter school name: Jefferson Academy

**Charter school mailing address:**

Street: 9856 Yarrow Street  
City: Broomfield Zip Code: 80021

Charter school contact name: Paul Langer

Title: President, Board of Directors  
Phone number: 720.935.8315  
Email address: langejabrd@comcast.net

Charter school projected enrollment or current enrollment: Approx. 1,325 K-12 and 450 homeschool

**Grades served by charter school:**

K  1  2  3  4  5  6  7  8  9  10  11  12

Term of the charter contract: July / 1 / 20 14 (MM/DD/YY) through June 30, 2018 (YYYY)

Enter the year the charter school originally opened: 1994 (YYYY)

Waiver request prepared for the charter school by: Paul Langer

Phone number: 720.935.8315  
Email address: langejabrd@comcast.net

**Authorizer**

- Charter School Institute (CSI)  
 Name of local school district: Jefferson County School District R-1

**Authorizer's mailing address:**

Street: 1826 Denver West Drive #27  
 City: Golden Zip Code: 80401

**Authorizer contact name:** John Peery

Title: Charter School Liaison  
 Phone Number: 303-662-6730  
 Email Address: jpeery@jeffco.k12.co.us

**Select the automatic waivers the charter school is applying for:**

- 22-9-106, C.R.S. Local board duties concerning performance evaluations
- 22-32-109(1)(b), C.R.S. Local board duties concerning competitive bidding
- 22-32-109(1)(f), C.R.S. Local board duties concerning selection of staff and pay
- 22-32-109(1)(n)(I), C.R.S. Local board duties concerning school calendar
- 22-32-109(1)(n)(II)(A), C.R.S. Determine teacher-pupil contact hours
- 22-32-109(1)(n)(II)(B), C.R.S. Adopt district calendar
- 22-32-109(1)(t), C.R.S. Determine educational program and prescribe textbooks
- 22-32-110(1)(h), C.R.S. Local board powers-Terminate employment of personnel
- 22-32-110(1)(i), C.R.S. Local board duties-Reimburse employees for expenses
- 22-32-110(1)(j), C.R.S. Local board powers-Procure life, health, or accident insurance
- 22-32-110(1)(k), C.R.S. Local board powers-Policies relating the in-service training and official conduct
- 22-32-110(1)(ee), C.R.S. Local board powers-Employ teachers' aides and other non-certificated personnel
- 22-32-126, C.R.S. Employment and authority of principals
- 22-33-104(4), C.R.S. Compulsory school attendance-Attendance policies and excused absences
- 22-63-201, C.R.S. Teacher Employment Act-Compensation & Dismissal Act-Requirement to hold a certificate
- 22-63-202, C.R.S. Teacher Employment Act- Contracts in writing, damage provision
- 22-63-203, C.R.S. Teacher Employment Act- Requirements for probationary teacher, renewal & nonrenewal
- 22-63-206, C.R.S. Teacher Employment Act-Transfer of teachers
- 22-63-301, C.R.S. Teacher Employment Act- Grounds for dismissal
- 22-63-302, C.R.S. Teacher Employment Act-Procedures for dismissal of teachers
- 22-63-401, C.R.S. Teacher Employment Act-Teachers subject to adopted salary schedule
- 22-63-402, C.R.S. Teacher Employment Act-Certificate required to pay teachers
- 22-63-403, C.R.S. Teacher Employment Act-Describes payment of salaries

If any other waiver(s) from statute or rule is being requested, please list below.

Please find attached Addendum A for the Rationale and Replacement Plan for the selected waivers listed above.

**Required Signatures**

\_\_\_\_\_  
Authorizer Contact (Print Name)

\_\_\_\_\_  
Date

Paul A. Langer  
Charter School Contact (Print Name)

11/21/2013  
Date

\_\_\_\_\_  
Signature-Authorizer Contact

Paul A. Langer  
Signature-Charter School Contact

**ADDENDUM A**  
**REQUEST FOR WAIVER OF COLORADO REVISED STATUTES**

<b><u>STATUTE</u></b>	<b><u>DESCRIPTION AND RATIONALE</u></b>
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C.R.S. § 22-9-106 (4)  
(substantive)

Local Board of Education – Duties  
Certificated Personnel Evaluations

This section requires that employee performance evaluations be performed by a person holding an administrative certificate (Type D).

**Rationale:** The JA principal must have the ability to perform the evaluation of all personnel. Should the principal of Jefferson Academy not have a Type D certificate, this should not preclude him or her from administering the evaluations.

**Plan:** The Jefferson Academy Performance Appraisal System as outlined in JA Board Policy 3.2(c) and 3.3 (c)

**Duration of the Waivers:** Jefferson Academy requests that the waiver be for the duration of its contract with the Jefferson County School Board. Therefore, the waiver is requested for five academic operating years, through June 30, 2019.

**Financial Impact:** Jefferson Academy anticipates that the requested waiver will have no financial impact upon the Jefferson County School Board or the JA budget.

**How the Impact of the Waivers 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 Jefferson Academy, as set forth in this Charter School Agreement.

**Expected Outcome:** With this waiver, the will be able to implement its program and evaluate its teachers in accordance with its Performance Appraisal System, which is designed to produce greater accountability and be consistent with the school's goals and objectives. This will benefit staff members as well as students and the community.

C.R.S. § 22-32-109 (l)(f)  
(delegation)

Boards of Education – Specific Duties

Requires the Board of Education to employ all personnel and fix their compensation.

**Rationale:** Jefferson Academy will be 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. Therefore, Jefferson Academy requests that these statutory duties be waived or delegated from the Jefferson County School District Board of Education to the principal and Board of Directors of Jefferson Academy. The success of Jefferson Academy will depend in large part upon its ability to select and employ its own staff and to train and direct that staff in accordance with this Charter School Agreement and the goals and objectives of the school. All JA staff will be employed on an at-will basis.

**Replacement Plan:** Jefferson Academy will be responsible for these matters rather than the District. All staff will be issued an “offer letter” that must be renewed annually and that make no promise of future employment as specified by Board Policy 3.3(e)

**Duration of the Waivers:** Jefferson Academy requests that the waivers be for the duration of its contract with the Jefferson County School Board. Therefore, the waivers are requested for five academic years, through June 30, 2019.

**Financial Impact:** Jefferson Academy anticipates that the requested waiver will have no financial impact upon the Jefferson County School District. Jefferson Academy must operate within its budget and the cost of employing staff has been included in that budget.

**How the Impact of the Waivers will be Evaluated:** The impact of the waivers will be measured by the same performance criteria and assessments that apply to Jefferson Academy, as set forth in this Charter School Agreement.

**Expected Outcome:** As a result of these waivers, Jefferson Academy will select, employ and provide professional development for its own teachers and staff, in accordance with the terms and conditions set forth in the Charter School Agreement.

C.R.S. § 22-32-109 (l)(t)  
(delegation)

Boards of Education – Specific Duties

Grants board of education authority to determine the educational program to be carried on in schools of the district and to prescribe textbooks.

**Rationale:** The Jefferson County School Board has granted to the Board of Directors of Jefferson Academy the authority to determine the educational program and textbooks to be used in the JA. The District R-1 Board retains the right of final approval of the educational program through this Charter School Agreement.

**Replacement Plan:** Jefferson Academy educational program and curriculum is detailed in this Charter application.

**Duration of the Waiver:** Jefferson Academy requests that the waiver be for the duration of its contract with the Jefferson County School Board. Therefore, the waiver is requested for five academic operating years, through June 30, 2019.

**Financial Impact:** Jefferson Academy anticipates that the requested waivers will have no financial impact upon District R-1 or Jefferson Academy.

**How the Impact of the Waiver Will be Evaluated:** The impact of this waiver will be measured by the performance criteria and assessments that apply to Jefferson Academy, as per this Charter School Agreement.

**Expected Outcome:** Jefferson Academy expects that as a result of this waiver it will be able to implement its curriculum and ensure that students meet the educational standards of the school.

C.R.S. § 22-32-110 (1) (h)  
(delegation)

Local Board Powers

Makes Board of Education responsible for terminating personnel.

**Rationale:** Jefferson Academy will be 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 terminating its own employees. Therefore, Jefferson Academy requests that these statutory duties be waived or delegated from the Jefferson County Board of Education to the principal and Board of Directors of the JA. The success of Jefferson Academy will depend in large part upon its ability to select and employ its own staff and to terminate individual staff members should they not perform in accordance with this Charter School Agreement and the goals and objectives of the school. All JA staff will be employed on an at-will basis.

**Replacement Plan:** Jefferson Academy will be responsible for these matters rather than the District. An Employment Agreement that complies with JA Board Policies will be used for each staff member.

**Duration of the Waiver:** Jefferson Academy requests that the waivers be for the duration of its contract with the Jefferson County School Board. Therefore, the waivers are requested for five academic operating years, through June 30, 2019.

**Financial Impact:** Jefferson Academy anticipates that the requested waivers will have no financial impact upon the Jefferson County R-1 School District. Jefferson Academy must operate within its budget and the cost of employing staff has been included in that budget.

**How the Impact of the Waivers Will be Evaluated:** The impact of the waivers will be measured by the same performance criteria and assessments that apply to Jefferson Academy, as set forth in this Charter School Agreement.

**Expected Outcome:** As a result of these waivers, Jefferson Academy will select, employ and provide professional development for its own teachers and staff, in accordance with the terms and conditions set by this Charter School Agreement.

C.R.S. § 22-32-126  
(delegation)

Employment & Authority of Principals  
Authorizes Board of Education to employ Principals.

**Rationale:** Jefferson Academy will be responsible for its own personnel matters, including employing the principal, its own staff and establishing its own terms and conditions of employment, policies, rules and regulations, and providing its own training. Principals employed at Jefferson Academy will be employed on an at-will basis. Therefore, Jefferson Academy requests that these statutory duties be waived or delegated from the Jefferson County Board of Education to the Board of Directors of Jefferson Academy. The success of Jefferson Academy will depend in large part upon its ability to select and employ its own principal and staff in accordance with this Charter School Agreement and the goals and objectives of the school.

**Replacement Plan:** Jefferson Academy will be responsible for these matters rather than the District. Jefferson Academy principal and teachers will have flexibility in structuring professional development and school policies to meet their needs.

**Duration of the Waiver:** Jefferson Academy requests that the waivers be for the duration of its contract with the Jefferson County School Board. Therefore, the waivers are requested for five academic operating years, through June 30, 2019.

**Financial Impact:** Jefferson Academy anticipates that the requested waivers will have no financial impact upon the Jefferson County R-1 School District. Jefferson Academy must operate within its budget and the cost of employing staff has been included in that budget.



**How the Impact of the Waivers Will be Evaluated:** The impact of the waivers will be measured by the same performance criteria and assessments that apply to Jefferson Academy, as set forth in this Charter School Agreement.

**Expected Outcome:** As a result of these waivers, Jefferson Academy will select, employ and provide professional development for its principal, teachers, and staff, in accordance with the terms and conditions set by the Charter School Agreement.

C.R.S. § 22-63-201

Employment – Certificate required

Prohibits board from entering into an employment contract with a person who does not hold a teacher’s certificate or letter of authorization.

C.R.S. § 22-63-402  
(substantive)

Services – Disbursements

Prohibits disbursement of district monies to teacher without a valid teacher’s certificate, letter of authorization or written authorization.

**Rationale:** Jefferson Academy should be granted the authority to hire teachers and principals that will support the schools goals and objectives. The Principal will not function as a traditional district school principal, but rather will be responsible for a wider range of tasks and act as Jefferson Academy’s chief executive officer. Jefferson Academy will seek to attract principals and teachers from a wide variety of backgrounds, including, but not limited to teachers from out-of- state, teachers with a lapsed Colorado certificate, persons with several years of successful teaching experience in a setting not requiring a license, as well as persons with business or professional experience as set forth in Appendix G. All employees of Jefferson Academy will be employed on an at-will basis.

**Replacement Plan:** Jefferson Academy will, where possible, hire certified teachers and principals. However, in some instances it may be advantageous for Jefferson Academy to be able to hire teachers and/or principals without a certificate and who possess unique background and/or skills or fill the need of Jefferson Academy.

**Duration of the Waivers:** Jefferson Charter requests that the waivers be for the duration of its contract with the Jefferson County School District. Therefore, the waiver is requested for five academic operating years, through June 30, 2019.

**Financial Impact:** Jefferson Academy anticipates that the requested waivers will have no financial impact on Jefferson County School District or Jefferson Academy.

**How the Impact of the Waivers Will be Evaluated:** The impact of these waivers will be measured by the performance appraisal criteria and assessments that apply to Jefferson Academy, as per this Charter School Agreement.

**Expected Outcome:** As a result of these waivers, Jefferson Academy will be able to employ professional staff possessing unique skills and/or background filling all staff needs.

C.R.S. § 22-63-202                    Teacher employment – Contract in writing, duration, damage  
Governs employment contracts with acceptance time frames, school Placement and damages

C.R.S. § 22-63-203                    Probationary Teachers – renewal and non-renewal of employment contract – Specific Duties  
Provides for contract with probationary teachers and allows for non-renewal and renewal of employment contract.

C.R.S. § 22-63-403                    Payment of Salaries  
(substantive)                            Governs payment of salaries upon termination of employment of a teacher.

**Rationale:** Jefferson Academy should be granted the authority to develop its own employment contracts and terms and conditions of employment. Jefferson Academy will be operating differently from other schools with a unique curriculum for which having the proper teaching staff is essential. Not every teacher who is successful in the regular public school will be successful in the Jefferson Academy. All employees of Jefferson Academy will be employed on an at-will basis.

**Replacement Plan:** A school specific Employment Agreement which requires an annual renewal and addresses payment of salaries upon termination of employment of a teacher will be used. Said agreement will follow JA Board Policies as approved in the Charter School Agreement.

**Duration of the Waivers:** Jefferson Academy that the waivers be for the duration of its contract with the Jefferson County School District. Therefore, the waiver is requested for five academic operating years, through June 30, 2019.

**Financial Impact:** Jefferson Academy anticipates that the requested waivers will have no financial impact on Jefferson County School District or Jefferson Academy.

**How the Impact of the Waivers Will be Evaluated:** The impact of these waivers will be measured by the performance appraisal criteria and assessments that apply to Jefferson Academy, as per this Charter School Agreement.

**Expected Outcome:** As a result of these waivers, Jefferson Academy will be able to employ professional staff possessing unique skills and/or background, filling all staff needs.

C.R.S. § 22-63-206                    Teacher Employment, Compensation and Dismissal Act  
(substantive)                            Permits transfer of teachers between schools upon recommendation of district’s chief administrative officer.



**Financial Impact:** Jefferson Academy anticipates that the requested waivers will have no financial impact on Jefferson County School District or Jefferson Academy. Jefferson Academy must operate within its budget and the cost of employing staff has been included in that budget.

**How the Impact of the Waivers Will be Evaluated:** The impact of these waivers will be measured by the performance criteria and assessments that apply to Jefferson Academy, as set forth in this Charter School Agreement.

**Expected Outcome:** As a result of these waivers, Jefferson Academy will be able to provide instruction in accordance with the philosophy and mission as stated in this Charter Proposal.

C.R.S. § 22-63-401  
(delegation)

Transfer Employment, Compensation and Dismissal Act  
Provides for district board of education to adopt a salary schedule and place teachers on the schedule.

**Rationale:** Jefferson Academy should be delegated the authority to determine compensation rates, in accordance with the Charter School Agreement. The workday and work year at Jefferson Academy may be different from that of the District and compensation must be adjusted accordingly.

**Replacement Plan:** Jefferson Academy will adopt its own salary schedule. Jefferson Academy will set competitive rates for each level of teachers it employs. Jefferson Academy principal will determine the placement of teachers on the salary schedule. The District salary schedule will be used as a guideline for developing Jefferson Academy's salary schedule.

**Duration of the Waiver:** Jefferson Academy requests that the waivers be for the duration of its contract with the Jefferson County School District. Therefore, the waiver is requested for five academic operating years, through June 30, 2019.

**Financial Impact:** Jefferson Academy anticipates that the requested waivers will have no financial impact on Jefferson County School District. Jefferson Academy will be able to employ teachers and determine a salary schedule consistent with its budget.

**How the impact of the Waiver Will be Evaluated:** The impact of this waiver will be measured by the performance criteria and assessments that apply to Jefferson Academy, as set forth in this Charter School Agreement.

**Expected Outcome:** As a result of this waiver, Jefferson Academy should be able to attract qualified personnel and provide instruction in accordance with the philosophy and mission as stated in this Charter Proposal.

C.R.S. § 22-32-109 (l)(b)  
(delegation)

Boards of Education – Specific Duties  
Grants board of education the authority to adopt policies and prescribe rules and regulations for efficient administration of the district.

**Rationale:** Jefferson Academy will be operating independently from other schools in the district and should be delegated the authority to develop, adopt, and implement its own operational policies, rules and regulations, subject to the limitations in the Charter School Agreement.

**Replacement Plan:** The Board of Directors of Jefferson Academy will adopt policies and the principal of Jefferson Academy will prescribe rules and regulations.

**Duration of the Waiver:** Jefferson Academy requests that the waiver be for the duration of its contract with the Jefferson County School District. Therefore, the waiver is requested for five academic operating years, through June 30, 2019.

**Financial Impact:** Jefferson Academy anticipates that the requested waivers will have no financial impact on Jefferson County School District. Jefferson Academy will be able to adopt policies and prescribe rules and regulations consistent with its budget.

**How the impact of the Waiver Will be Evaluated:** The impact of this waiver will be measured by the performance criteria and assessments that apply to Jefferson Academy, as set forth in this Charter School Agreement.

**Expected Outcome:** As a result of this waiver, Jefferson Academy will be able to carry out its educational program, administer its affairs in an efficient manner, and accomplish its mission as set forth in the Charter School Agreement.

**CHARTER SCHOOL RENEWAL APPLICATION  
JEFFERSON ACADEMY**

**APPENDIX N**

**Jefferson Academy List of Requested JeffCo District  
Waivers for Charter Renewal  
Previously Approved Waivers**

CCC	<a href="#"><u>Staffing Formulas</u></a>
CHCA	<a href="#"><u>Handbooks and Directives</u></a>
DJ/DJA	<a href="#"><u>Purchasing/Purchasing Authority</u></a>
DJB	<a href="#"><u>Purchasing Procedures</u></a>
DJG	<a href="#"><u>Vendor Relations</u></a>
EC/EC-R	<a href="#"><u>Building/Grounds/Property Management</u></a>
ECABB	<a href="#"><u>Use of Video Surveillance Equipment</u></a>
EDB	<a href="#"><u>Maintenance, Control and Use of Materials and Equipment</u></a>
EI	<a href="#"><u>Insurance Program/Risk Management</u></a>
FEA	<a href="#"><u>Educational Specifications for Construction</u></a>
FED	<a href="#"><u>Construction Plans and Specifications</u></a>
GBC	<a href="#"><u>Total Compensation Policy</u></a>
GBEA	<a href="#"><u>Staff Conflicts of Interest</u></a>
GBGA	<a href="#"><u>Staff Health (and Physical and Health Examination Requirements)</u></a>
GBJ	<a href="#"><u>Personnel Records and Files</u></a>
GBK	<a href="#"><u>Staff Concern/Complaints/Grievances</u></a>
GC	<a href="#"><u>Instructional Staff</u></a>
GCA	<a href="#"><u>Professional Staff Positions</u></a>
GCBA	<a href="#"><u>Instructional Staff Salary Schedules</u></a>
GCBB	<a href="#"><u>Administrator and Professional/Technical Staff Salary Schedules</u></a>
GCC	<a href="#"><u>Professional Staff Leaves and Absences</u></a>
GCCBB	<a href="#"><u>Administrator and Professional/Technical Staff Political or Legislative Leave</u></a>
GCCBC	<a href="#"><u>Administrative Staff Maternity/Child Care Leave</u></a>
GCCBF	<a href="#"><u>Administrative Staff Sabbaticals</u></a>

GCCBG	<a href="#"><u>Administrator Staff Leave of Absence</u></a>
GCCBH	<a href="#"><u>Administrator and Professional/Technical Staff Short Leaves of Absence</u></a>
GCDB	<a href="#"><u>Administrator and Professional/Technical Staff Vacations and Holidays</u></a>
GCE/F	<a href="#"><u>Professional Staff Recruiting/Hiring</u></a>
GCGA	<a href="#"><u>Instructional Staff Part-Time and Substitute Employment</u></a>
GCKB	<a href="#"><u>Administrative Staff Assignments and Transfers</u></a>
GCOA	<a href="#"><u>Evaluation of Instructional Staff</u></a>
GCOC	<a href="#"><u>Evaluation of Administrator and Professional/Technical Staff</u></a>
GCQB	<a href="#"><u>Workforce Reduction and Restructuring</u></a>
GCQEA	<a href="#"><u>Supplemental Retirement Pension Plan</u></a>
GCQF	<a href="#"><u>Discipline, Suspension, and Dismissal of Professional Staff (and Contract Nonrenewal)</u></a>
GDBA	<a href="#"><u>Support Staff Sick Leave</u></a>
GDBC	<a href="#"><u>Overtime Policy</u></a>
GDBD	<a href="#"><u>Support Staff Fringe Benefits</u></a>
GDC	<a href="#"><u>Support Staff Leaves and Absences</u></a>
GDD	<a href="#"><u>Support Staff Vacations and Holidays</u></a>
GDE/F	<a href="#"><u>Support Staff Recruiting/Hiring</u></a>
GDI	<a href="#"><u>Support Staff Probation and Seniority</u></a>
GDJ	<a href="#"><u>Support Staff Assignments and Transfers</u></a>
GDO	<a href="#"><u>Evaluation of Support Staff</u></a>
GDQD	<a href="#"><u>Discipline, Suspension, and Dismissal of Support Staff</u></a>
IC/ICA	<a href="#"><u>School Year/School Calendar</u></a>
IGA	<a href="#"><u>Curriculum Development</u></a>
IHAM	<a href="#"><u>Health Education</u></a>
IHCAA	<a href="#"><u>Outdoor Education</u></a>
IJ/J-R	<a href="#"><u>Instructional Resources and Materials Selection, Adoption, and Disposal</u></a>
IJK	<a href="#"><u>Supplementary Materials Selection and Adoption</u></a>
IJL	<a href="#"><u>Library Materials Selection and Adoption</u></a>

IJM	<a href="#"><u>Alternative Textbooks and Materials Selection and Approval</u></a>
IKE	<a href="#"><u>Promotion, Retention, and Acceleration of Students</u></a>
IKF	<a href="#"><u>Graduation Requirements (classes of 2008-2012)</u></a>
IKF	<a href="#"><u>Graduation Requirements (classes of 2013 and beyond)</u></a>
IMB	<a href="#"><u>Teaching about Controversial/Sensitive Issues</u></a>
JC	<a href="#"><u>School Attendance Area</u></a>
JF	<a href="#"><u>Student Admissions/Withdrawals from School</u></a>
JFAB	<a href="#"><u>Admission of Nonresident Students</u></a>
JFBA	<a href="#"><u>District Choice Enrollment</u></a>
JJB	<a href="#"><u>Student Social Events</u></a>
JQ	<a href="#"><u>Student Fees and Charges</u></a>
KCB	<a href="#"><u>Co-operative Decision Making</u></a>
KCBC	<a href="#"><u>Community Involvement in Choosing School Mascots and Logos</u></a>
KCD	<a href="#"><u>Public Gifts/Donations</u></a>
KDA	<a href="#"><u>Correspondence from the Public</u></a>
KE	<a href="#"><u>Public/Parent Concerns and Complaints</u></a>
KEC	<a href="#"><u>Public Concerns/Complaints about Instructional Resources</u></a>
KF	<a href="#"><u>Community Use of School Facilities</u></a>
KFC	<a href="#"><u>Community Use of School Fields and Grounds</u></a>
KHB	<a href="#"><u>Advertising in Schools/Revenue Enhancement</u></a>
KHBA	<a href="#"><u>Sponsorship Program</u></a>