CHARTER SCHOOL NETWORK CONTRACT

between

JEFFERSON COUNTY
PUBLIC SCHOOL
DISTRICT R-1

and

ADDENBROOKE CLASSICAL ACADEMY

A CHARTER SCHOOL NETWORK

JULY 1, 2026 - JUNE 30, 2031

terms and conditions for all Schools of the Network within the District in this Contract and in the attached school-specific attachments and accompanying resolutions which are hereby incorporated into this Contract. The District acknowledges that the Network is an entity that is governed by a single Board of Directors and that directly manages individual schools ("Network Schools" or "Schools"), certain of which have been separately approved and authorized by the District. School-specific terms and conditions are stated in the school- specific attachments (Attachment 1 through 7-2) to this Contract.

The Network acknowledges that a failure to meet the performance objectives for any one School or failure to adhere to the terms and conditions of this Contract or school-specific attachment will render either individual Schools or the Contract subject to revocation pursuant to the terms of this Contract and or the Charter School Act.

The District, as authorizer, is legally empowered to non-renew, revoke or otherwise take remedial action with respect to each or any School, and any combination of Schools, without being obligated to take action toward another School operated by the Network or the Network itself.

1.1 Term.

This Contract is effective as of July 1, 2026 and shall continue through June 30, 2031.

This Contract will be in effect as long as the Network is operating two or more Schools within the District pursuant to a resolution of the District Board approving the continued operation of more than one School. Should the Network be reduced by Board action to only one School, this Contract shall be replaced with a single-site Charter School contract governing the sole remaining site. If at any point the Network is no longer operating a School within the District, this Contract will automatically terminate.

Further, each school-specific attachment will be subject to renewal, non-renewal, or extension of its term at the end of the term identified in the District Board resolution authorizing that School. Either party may reopen negotiations and request revision of this Charter School Network Contract upon renewal of any School belonging to the network or upon the approval of a new school operating within the Network.

This Contract may be renewed for an additional period upon application for renewal in accordance with Applicable Law and District Board approval of the renewal of the application.

This Charter Contract and the District's obligations hereunder, are conditioned on the Network's satisfaction of the conditions set forth in the Resolution approving the Application (Attachment 1), if applicable, pursuant to C.R.S. § 22-30.5-107(5). If the Network fails to satisfy a condition, such failure shall be a material breach of this Contract.

1.2 Network Legal Status.

IN WITNESS WHEREOF, the Parties have executed this Contract as of the date first above written.

ADDENBROOKE CLASSICAL ACADEMY

a Colorado nonprofit corporation

By: Patrick Cordova

President

ADDENBROOKE CLASSICAL ACADEMY
Board of Directors

ATTEST:

By: Edward peterson

Secretary

ADDENBROOKE CLASSICAL ACADEMY Board of Directors

JEFFERSON COUNTY SCHOOL DISTRICT NO. R-1

By: ?¥

President

Jeffco Board of Education

ATTEST:

By: Dr. Denise Echevarria

Secretary

Jeffco Board of Education

Approved as to form:

By:

Legal Counsel

Jeffco Board of Education

COLORADO
Department of Education

Charter School Rationale and Replacement Plan

Contact Information
School Name: Addenbrooke Classical Academy
School Address (mailing): 3940 S Teller St., Lakewood, CO 80235
Charter School Waiver Contact Name: Patrick Cordova
Charter School Waiver Contact's Phone Number: 303-989-1336
Charter School Waiver Contact's Email: PCordova@addenbrooke.org

Automatic Waivers	
State Statute Citation	**Description**
C.R.S. §22-32-109 (1)(f)	Local board duties concerning selection of staff and pay
C.R.S. §22-32-109 (1)(t)	Determine educational program and prescribe textbooks
C.R.S. §22-32-110(1)(h)	Local board powers-Terminate employment of personnel
C.R.S. §22-32-110(1)(i)	Local board powers-Reimburse employees for expenses
C.R.S. §22-32-110(1)(j)	Local board powers-Procure life, health, or accident insurance
C.R.S. §22-32-110(1)(k)(I)	Local board powers-Policies relating the inservice training and official conduct
C.R.S. §22-32-110(1)(ee)	Local board powers-Employ teachers' aides and other non-certificated personnel
C.R.S. §22-32-126	Employment and authority of principals
C.R.S. §22-33-104(4)	Compulsory school attendance-Attendance policies and excused absences
C.R.S. §22-63-301	Teacher Employment Act-Grounds for dismissal
C.R.S. §22-63-302	Teacher Employment Act-Procedures for dismissing teachers
C.R.S. §22-63-401	Teacher Employment Act-Teachers subject to adopted salary schedule
C.R.S. §22-63-402	Teacher Employment Act-Certificate required to pay teachers
C.R.S. §22-63-403	Teacher Employment Act-Describes payment of salaries
C.R.S. §22-1-112	School Year-National Holidays

Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan
Statutory Citation and Title: C.R.S. §22-1-110 Effect of alcohol and controlled substances to be taught
Rationale: Addenbrooke Classical Academy (ACA) will identify instructional materials and strategies to integrate into these topics into the curriculum as necessary to meet all Physical Education and Health standards. As a charter school, ACA is allowed to waive C.R.S. §22-32-109 (1)(t) to determine its own educational program and textbooks, which is also explicit in the Charter School Agreement.

Replacement Plan: ACA will identify instructional materials and strategies to integrate these topics into the curriculum as necessary to meet all Physical Education and Health standards.
Duration of Waivers: We formally request the waiver be in effect for the duration of our contract with the Jefferson County R-1 School District (District). Therefore, the waiver is requested through June 30, 2031.
Financial Impact: ACA anticipates the requested waiver will have no financial impact upon the District or the ACA budget.
How the Impact of the Waivers Will be Evaluated: Impact will be measured by the performance criteria and assessments that apply to the charter school as set forth in policy and through the Charter School Agreement.
Expected Outcome: With this waiver, ACA will experience an enhanced educational program by being able to administer the school's academic program in alignment with the school's mission and philosophy as stated in the charter school application, charter school renewal application, and Charter School Agreement.

Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan
Statutory Citation and Title C.R.S. §22-2-112 (1)(q)(I) Related to teacher data reporting
Rationale: ACA will not be required to report their teacher evaluation ratings as a part of the Commissioner's report as required by this statute.
Replacement Plan: ACA will not be required to report their teacher evaluation data through the TSDL collection; however, teacher performance data will be reviewed by the school and used to inform hiring practices and professional development. Core course level participation will continue to be reported pursuant to 22-11-501.5 as this is a non-waivable statute.
Duration of Waivers: We formally request the waiver be in effect for the duration of our contract with the Jefferson County R-1 School District (District). Therefore, the waiver is requested through June 30, 2031.
Financial Impact: ACA anticipates the requested waiver will have no financial impact upon the District or the ACA budget.
How the Impact of the Waivers Will be Evaluated: Teacher performance data will be reviewed by the ED and school principals to determine if the teacher is being effective in his or her assigned role. School administrators will use the teacher evaluation system approved by the Board and ED to determine effectiveness.
Expected Outcome: With this waiver, ACA will demonstrate evidence of a link between human resource practices and its effective use of the school's established teacher evaluation frameworks for their at-will employees.

Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan
Statutory Citation and Title: C.R.S. §22-7-1014(2)(a) School Readiness Assessments

Rationale: ACA should have the authority to implement relevant curriculum and assessment for their early childhood program that ensures school readiness that meets state standards, while also assessing for school readiness that is consistent with the Classical design so that students are prepared for success as they matriculate to the grammar school level. The domains of 1) physical well-being and motor development; 2) social-emotional development; 3) language and comprehension development; and 4) cognition and general knowledge will be assessed consistent with the requirements of the statute using tools that are aligned to our Classical curriculum. Training, coaching, and support for all staff (including guides, assistants, and administrators) specific to the implementation of this model are provided by, secured by, and managed by the school. Currently, ACA uses the District's School Readiness Assessment (https://www.jeffcopublicschools.org/learning/assessments/kindergarten-early-assessment) and doesn't foresee changing unless the District were to change their system. ACA reserves the right to modify its assessments if, or when, the District does. ACA understands that to changes its system, it would require going through an approval process with its District.
Replacement Plan: ACA assessment instruments, will be researched-based and reliable and valid. Methods and assessments used are clear and relevant and have the goal of improving student academic growth and meet the intent of the quality standards established in this statute. Currently, ACA uses the District's Kindergarten Early Achievement (KEA) program, but reserves the right to use a different assessment if the District changes its program. If the District were to changes its assessment program, ACA understands it would need to provide documentation to the District for how ACA would do it differently.
Duration of Waivers: We formally request the waiver be in effect for the duration of our contract with the Jefferson County R-1 School District (District). Therefore, the waiver is requested through June 30, 2031.
Financial Impact: ACA anticipates the requested waiver will have no financial impact upon the District or the ACA budget.
How the Impact of the Waivers Will be Evaluated: The Board and District will measure effectiveness via the responsiveness of teachers and parents to the readiness reports, and by the Charter School Agreement's performance measures.
Expected Outcome: With this waiver, ACA expects that as a result of this waiver, our teachers will be able to more effectively progress monitor student school readiness within the educational framework that is embodied at ACA. By aligning the assessment protocol to the educational model, we believe this will provide improved service to students and families as well as increased staff satisfaction, which will have a net positive effect on the climate and culture of the learning environment for the student.

Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan
Statutory Citation and Title C.R.S. §22-9-106 Local Board of Education, Duties-Performance Evaluation System

Rationale: The Addenbrooke Classical Academy (ACA) Executive Director (ED) must have the ability to perform the evaluation of all personnel. Should the ED, or a principal, not have an administrator's license, this should not preclude him or her from administering evaluations. The Board of Directors (Board) for ACA must also have the ability to perform the evaluation of the ED.
Replacement Plan: The ACA teacher review process is a comprehensive evaluation system, designed to comply with statute. All staff administering evaluations are trained prior to evaluating faculty or staff. Clear qualifications for the ED evaluation are detailed in Board policy, 3.17 Board Evaluation of Executive Director. Methods used for evaluation include quality standards that are clear and relevant to the administrators and teachers' roles and responsibility, with the goal to improve student academic growth and meet the intent of the quality standards outlined in statute.
Duration of Waivers: We formally request the waiver be in effect for the duration of our contract with the Jefferson County R-1 School District (District). Therefore, the waiver is requested through June 30, 2031.
Financial Impact: ACA anticipates the requested waiver will have no financial impact upon the District or the ACA 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 with the same performance criteria and assessments that apply to ACA, as set forth in the Charter School Agreement. The ED regularly reports academic achievement data to the Board through his monthly Board Report.
Expected Outcome: With this waiver, ACA will be able to implement its program and evaluate its teachers in accordance with its personnel evaluation policies. These policies are designed to produce greater accountability and be consistent with the school's goals and objectives. This will benefit staff members, students, and the community.

Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan
Statutory Citation and Title C.R.S. §22-32-109 (1)(b) Local Board of Education, Duties-Competitive Bidding
Rationale: The ACA Board has financial policies related to competitive bidding, 8.5 Asset Protection and 8.12 Purchasing Authority and Approval of Vendors. The charter school's financial system, required by Charter School Agreement, is the District's, which means all vendors, vouchers, and budgets are within the District's financial system.
Replacement Plan: ACA has its own financial policies and procedures, which are overseen by the Board and ED. Currently, the school uses the District's financial software for everything. Competitive bidding is most often done through the District, but for smaller or unique services, the charter school does its own competitive bidding according to policies and procedures.

Duration of Waivers: We formally request the waiver be in effect for the duration of our contract with the Jefferson County R-1 School District (District). Therefore, the waiver is requested through June 30, 2031.
Financial Impact: ACA anticipates the requested waiver will have no financial impact upon the District or the ACA budget.
How the Impact of the Waivers Will be Evaluated: Performance on financial matters is gauged by the District, the charter school Board, and ED. The ED and Financial Secretary regularly provide the Board with financial statements and the Board Treasurer leads the Finance Committee, which develops and oversees the school's budget.
Expected Outcome: With this waiver, ACA will operate with its own financial policies and procedures, under the auspices of the District's financial system.

Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan
Statutory Citation and Title: C.R.S. §22-32-109 (1)(n)(I) and (II) Local Board of Education, Duties-Calendar and Determine teacher-pupil contact hours
Rationale: The ACA school year will total approximately 170 days and be in compliance with State statutes regarding the number of hours required for elementary and secondary school students. The ACA Board will adopt a calendar each year that meets State requirements. This calendar may differ from the District. In their offer letter, teachers will be notified of expected teacher-pupil contact hours.
Replacement Plan: The ACA Board will adopt a school calendar each year that meets the requirements of statute, but may be different than the District's calendar. The hours of operation may also vary. Teachers will be notified of teacher-pupil contact hours in their annual offer letter.
Duration of Waivers: We formally request the waiver be in effect for the duration of our contract with the Jefferson County R-1 School District (District). Therefore, the waiver is requested through June 30, 2031.
Financial Impact: ACA anticipates the requested waiver will have no financial impact upon the District or the ACA budget.
How the Impact of the Waivers Will be Evaluated: Performance will be measured by the performance appraisal criteria and assessments that apply to ACA in the Charter School Agreement.
Expected Outcome: With this waiver, ACA will implement its own policies and procedures for an effective academic program.

Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan
Statutory Citation and Title C.R.S. §22-32-110 (1)(y) Local board powers to accept grants, gifts, and donations

Rationale: ACA has effectively managed its financial budget with oversight of the Board and ED. The entire amount of any grants, gifts, or donations received should go directly to the charter school.
Replacement Plan: The ACA Board has adopted financial policies and undergone annual financial audits, all in good standing. ACA operates its finances within the District's financial system, ensuring transparency of all funds received or expended.
Duration of Waivers: We formally request the waiver be in effect for the duration of our contract with the Jefferson County R-1 School District (District). Therefore, the waiver is requested through June 30, 2031.
Financial Impact: ACA anticipates the requested waiver will have no financial impact upon the District or the ACA budget.
How the Impact of the Waivers Will be Evaluated: Performance will be measured by the performance appraisal criteria and assessments that apply to ACA in the Charter School Agreement.
Expected Outcome: With this waiver, ACA will implement its own policies and procedures for effective financial oversight within the auspices of the District's financial system.

Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan
Statutory Citation and Title: C.R.S. §22-32-120 Food Services
Rationale: As provided for in the Charter School Agreement, the ACA Board is given authority to operate the school independently as outlined in the charter school application and renewal application. ACA has not been using the District's food services program and has no plans to engage that service in the future.
Replacement Plan: For the foreseeable future**,** ACA contracts with outside providers to provide affordable meals to any student family that desires such service. ACA will also provide emergency meals and snacks for children that did not bring food.
Duration of Waivers: We formally request the waiver be in effect for the duration of our contract with the Jefferson County R-1 School District (District). Therefore, the waiver is requested through June 30, 2031.
Financial Impact: ACA anticipates the requested waiver will have no financial impact upon the District or the ACA budget.
How the Impact of the Waivers Will be Evaluated: The Board and District will measure effectiveness via the Charter School Agreement's performance measures.
Expected Outcome: With this waiver, ACA will continue to offer food service options through alternative vendors and districts.

Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan
Statutory Citation and Title: C.R.S. §22-32-134.5 Healthy beverages

Rationale: As an independently governed school, ACA operates via a Charter School Agreement with the District. Therefore, the ACA Board has the authority to develop, adopt, and implement its own operations, policies rules, and regulations, subject to the limitations of the Charter Schools Agreement with the District.
Replacement Plan: ACA encourages its students and families to choose wisely in their health options. The school's character education program will continue to promote healthy environments and lifestyle choices.
Duration of Waivers: We formally request the waiver be in effect for the duration of our contract with the Jefferson County R-1 School District (District). Therefore, the waiver is requested through June 30, 2031.
Financial Impact: ACA anticipates the requested waiver will have no financial impact upon the District or the ACA budget.
How the Impact of the Waivers Will be Evaluated: This waiver will be measured by the Charter School Agreement's performance measures.
Expected Outcome: With this waiver, ACA will be able to implement its comprehensive program to support student nutrition and healthy choices.

Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan
Statutory Citation and Title: C.R.S. §22-63-201 Employment – Certificate required; **C.R.S. §22-63-202** Teacher Employment-Contracts in writing, duration, damage; **C.R.S. §22-63-203** Probationary Teachers – renewal and non-renewal of employment contract – specific duties; **C.R.S. §22-63-206** Teacher Employment, Compensation, and Dismissal Act
Rationale: The ACA Board selects and offers at-will employment to all its staff, without any employment connection with the District. Under this type of at-will employment, ACA creates its own job descriptions and qualifications. Employee offer letters are created and given to the prospective employee to detail job expectations, duties, and days/hours of employment. The offer letter outlines the salary and payment schedule. Probationary teachers are employed and are given the opportunity to pursue a professional license under the guidance of the ACA Curriculum Instructor. Under at-will employment, administrators determine if a staff member's employment offer letter is renewed or not. ACA uses a unique Classical curriculum supported by the Core Knowledge sequence, which requires a unique level of expertise and commitment to a high-quality education. Staff must be willing to adhere to conditions of at-will employment, undergo a background check and fingerprinting, and provide transcripts to verify qualifications for employment. If ACA administrators choose to transfer staff to another position within the school there will be no discrimination, in compliance with the school's Board policy 2.5 Non Discrimination.

Replacement Plan: ACA hire and retain personnel that adhere to the Classical educational philosophy and believe all students can achieve at high levels, given sufficient support. Assessment data, teacher observations, and ongoing conversations between the administrator and employee will determine if the employment arrangement is the best fit for the at-will employee. Each faculty offer letter will be executed by the Board President and employee. Salary will be based on prior college degrees, years in teaching, position/subject being taught, and experience in Classical education. All employee arrangements will be at-will in nature. The school will comply with ESSA requirements. All employees will undergo fingerprinting and a background check. Special education teachers will hold the requisite state license and endorsements.
Duration of Waivers: We formally request the waiver be in effect for the duration of our contract with the Jefferson County R-1 School District (District). Therefore, the waiver is requested through June 30, 2031.
Financial Impact: ACA anticipates the requested waiver will have no financial impact upon the District or the ACA budget.
How the Impact of the Waivers Will be Evaluated: Faculty performance will be measured on individual teacher evaluations and both State and local assessment data as outlined in the Charter School Agreement.
Expected Outcome: With this waiver, ACA will be able to implement its unique educational program with staff suited to the Classical philosophy and committed to a high-quality educational program. Board policies are designed to produce greater accountability and be consistent with the school's goals and objectives to best meet the school's staffing needs.

Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan
Statutory Citation and Title: C.R.S. §22-63-204 Interest prohibited
Rationale: As provided for in the Charter School Agreement, the ACA Board is given authority to operate the school financially and to implement its educational program as outlined in the charter school application and renewal application.
Replacement Plan: ACA operates with its own financial policies and procedures. Section 8 of the Board Policy Manual contains several policies in regard to what staff can or cannot purchase, authorized purchasing levels, and reimbursement processes. The school is an established 501 (c)(3) in the Internal Revenue Code.
Duration of Waivers: We formally request the waiver be in effect for the duration of our contract with the Jefferson County R-1 School District (District). Therefore, the waiver is requested through June 30, 2031.
Financial Impact: ACA anticipates the requested waiver will have no financial impact upon the District or the ACA budget.
How the Impact of the Waivers Will be Evaluated: This waiver will be measured by the Board and ED each year through the annual financial audit report. The District will measure effectiveness via the Charter School Agreement's performance measures.

Expected Outcome: With this waiver, ACA will be able to implement its program and evaluate its teachers in accordance with its personnel evaluation policies. These policies are designed to produce greater accountability and be consistent with the school's goals and objectives. This will benefit staff members, students, and the community.