

Professional Staff

Teachers shall be in one of these classifications for purposes of the Colorado Teacher Employment, Compensation, and Dismissal Act according to the terms of their employment:

1. **Teacher.** Teacher means any person who holds an initial or professional teacher's license and who is employed to instruct, direct, or supervise an instructional program. "Teacher" does not include persons holding letters of authorization or the superintendent.
2. **Alternative teacher.** A person who is participating in an alternative teacher program provided by a designated agency and who holds an alternative teacher's license.
3. **Probationary teacher.** A teacher who has not completed three consecutive years of demonstrative effectiveness or a non-probationary teacher who has had two consecutive years of ineffectiveness, as define by applicable rules of the State Board of Education.
4. **Substitute teacher:** A teacher who performs services for a district for four hours or more during each regular school day, but works on one continuous assignment for a total of less than 90 regular school days, or for less than one semester or equivalent time as determined by the annual school year calendar of the district. Substitute teacher does not include a nonprobationary or probationary teacher who is assigned as a permanent substitute teacher within a school district.
5. **Itinerant teacher:** An itinerant teacher who is employed by a district on a day-to-day or similar short-term basis as a replacement teacher for a nonprobationary teacher, a probationary teacher, or a part-time teacher who is absent or otherwise unavailable (no limit on the number of days worked). An itinerant teacher is considered a substitute teacher.
6. **Part-time teacher:** A teacher who normally works less than four hours per day.

The Board shall approve all classifications upon the recommendation of the superintendent.

Adopted: June 25, 1991
Revised: December 8, 1992
Revised: August 8, 1995
Re-Adopted: October 14, 2003
Revised: November 15, 2005
Revised: December 9, 2008
Revised: December 14, 2010
Revised: November 16, 2021

LEGAL REFS.: 20 U.S.C. 6312 (c)(6) (*teacher licensure requirements under Every Student Succeeds Act*)
C.R.S. 22-32-109 (1)(f) (*board duty to employ personnel*)
C.R.S. 22-32-109.7 (*specific board duties regarding personnel*)
C.R.S. 22-60.5-111 (*types of authorizations, including military spouse interim authorization*)
C.R.S. 22-60.5-201 (*types of teacher licenses*)
C.R.S. 22-60.5-201 (3)(b) (*licensure reciprocity for out-of-state applicants*)
C.R.S. 22-60.5-207 (*alternative teacher contracts*)
C.R.S. 22-63-103 (*definitions in Teacher Employment, Compensation, and Dismissal Act of 1990*)
C.R.S. 22-63-201(2) (*hiring of person who holds an alternative teacher license*)
1 CCR 301-87 (*State Board of Education rules for administration of a system to evaluate the effectiveness of licensed personnel*)