PROFESSIONAL STAFF

Note: Policies and regulations in the GC section (Professional Staff) pertain only to instructional and licensed administrative staff members.

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 demonstrated effectiveness or a non-probationary teacher who has had two consecutive years of ineffectiveness, as defined by applicable rules of the State Board of Education..

4. **Substitute teacher.** A teacher who normally performs services for the 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.** A teacher who is employed by the 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). Itinerant teachers may also be referred to as temporary teachers.

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 prior to 1985
Revised August 7, 1991
Revised October 6, 1999
Revised April 5, 2006
Revised May 16, 2012
Revised February 19, 2014

Legal refs.: 20 U.S.C. 6319 (definition of highly qualified teacher contained in No Child Left Behind Act of 2001)
34 C.F.R. 200.55 (federal regulations regarding highly qualified teachers)
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 Act)
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)