

PROFESSIONAL STAFF

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

Teachers shall be in one of these classifications for purposes of the terms of their employment. A teacher's employment status in the School District will be subject to the Board's discretion and will be a function of the individual teacher's work experience as a whole, and not just his or her work experience in the School District:

1. **Teacher.** Teacher means any person who is employed to instruct, direct or supervise an instructional program. "Teacher" does not include persons holding letters of authorization or the superintendent.
2. **Teacher-in-residence.** A person who is hired to teach pursuant to a teacher-in-residence program implemented by the school district. A resident teacher is considered a probationary teacher when he or she begins his or her second year of continuous and uninterrupted employment in the teacher-in-residence program.
3. **Probationary teacher.** A teacher on an annual contract who has not been offered professional-teacher status.
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 probationary or professional-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.

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LEGAL REFS.:	C.R.S. 22-9-103 (1.5) (definition of licensed personnel)
	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. 22-32-110.3 (teacher in residence programs)
	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. 22-63-103 (definitions in Teacher Employment Act)
	C.R.S. 22-63-203 (2)(a)(II) (definition of probationary teacher)
	C.R.S. 22-63-210(2) (hiring of person in teacher-in-residence program)
	20 U.S.C. 1119 (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)