

## Professional Staff

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

Employees of the district who are required to hold a valid teaching or administrative license by virtue of the position to which they are assigned shall be considered licensed employees.

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 a provisional 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. **Teacher-in-residence.** A person who does not have a teacher's license, but holds a Type VII authorization, 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 the second year in the teacher-in-residence program.
3. **Probationary teacher.** A teacher on an annual contract who has not completed three full years of continuous employment in the district and who has not been re-employed for the fourth year. A year of required service for probationary teachers is defined as a full school year if it includes the last 120 days of the academic year.
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.

Adopted by the Board: March 1995  
Revised by the Board: December, 2005

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. 22-63-210(2) *(hiring of person in teacher-in-residence program)*  
C.R.S. 22-63-203 (2)(a)(II) *(definition of probationary teacher)*  
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)*

