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**AURORA PUBLIC SCHOOLS**  
**Adopted April 1977**  
**Recorded September 1998**  
**Revised November 2007**  
**Revised December 2015**  
**Revised August 2018**

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**APS Code: GCB**

## **PROFESSIONAL STAFF CONTRACTS AND COMPENSATION**

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### **CONTRACTED EMPLOYEES**

Contracted employees shall be defined as those employees issued contracts by the Board of Education. Employees in this category fill positions on a full-time or regular part-time basis and are eligible for non-probationary status, fringe benefits and placement on the appropriate salary schedule.

### **NON-CONTRACTED EMPLOYEES**

Non-contracted employees shall be defined as those employees not issued contracts by the Board of Education. Employees in this category include limited part-time, hourly or temporary employees. Such employees are not eligible for non-probationary status, fringe benefits or placement on the teacher or administrative salary schedule.

### **NON-PROBATIONARY TEACHER**

A non-probationary teacher is defined as a teacher who has received a performance evaluation rating of effective for three consecutive years and has been re-employed for the succeeding school year. Two consecutive ratings below effective shall result in the loss of non-probationary status.

In accordance with state law, a teacher who obtained non-probationary status in another Colorado school district is not automatically granted non-probationary status when he or she is hired by the Aurora Public Schools. Rather, a teacher may be granted non-probationary portability only if the teacher submits a request to the Division of Human Resources within 30 days of hire. This request must include confirmation of the prior two consecutive year's evaluation ratings of at least "effective" and evidence of the teacher's student academic growth data for the same two consecutive years.

The district shall determine, in its sole discretion, whether the documentation shows evidence of teacher effectiveness and student academic growth. The district shall make its determination of teacher effectiveness and student academic growth based upon the district's licensed personnel performance evaluation system and the district's measures of student academic growth.

If the district determines the documentation shows the required teacher effectiveness and student academic growth, the district shall grant non-probationary status to the teacher.

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### **REGULAR PART-TIME TEACHERS**

A regular part-time teacher shall be defined as a teacher placed on less than full-time, but half-time or more assignment (three and three quarter hours or more per day) within the District.

### **LIMITED PART-TIME TEACHERS**

A limited part-time teacher shall be defined as a teacher placed on less than half-time assignment (less than three and three quarter hours per day) within the District.

Teachers employed in this category shall be placed on an agreement for services but considered as non-contracted employees and not eligible for salary movement or fringe benefits.

### **SUMMER PROGRAMS TEACHER**

Teachers employed in the District's summer programs shall be paid at an hourly rate, in accordance with the appropriate salary schedule adopted by the Board of Education.

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*

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*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)*