File: GBH

Staff Positions

All licensed, instructional, administrative, support, paraprofessional and supervisory positions shall be established initially by the Board. All changes in the titles and/or responsibilities of administrative and supervisory positions shall be approved by the Board.

In each case, the Board shall approve the board purpose and function of the position in harmony with state laws and regulations and approve a statement of job requirements as recommended by the executive director.

The Board shall employ a qualified director of special education who shall be responsible for the development, implementation, and administration of special education services and programs.

**Professional Staff**

The Board shall employ sufficient licensed and properly endorsed instructional and related services personnel for provision of adequate identification, programming, implementation and consultative services necessary for the education of handicapped students in accordance with state program standards.

The Board delegates to the executive director the task of writing job descriptions, which must include any physical capabilities required for specific positions.

Teachers do not attain non-probationary status while employed at a BOCES. Each teacher is employed pursuant to an annual contract that is subject to renewal annually. No teacher shall be dismissed during the term of the teacher's contract without good cause.

**Support Staff**

Support staff employees, unless otherwise designated by contract, shall be considered “at will” employees who serve at the pleasure of the Board and shall have only those employment rights expressly established by Board policy. Support staff employees shall be employed for such time as the agency is in need of or desirous of the services of such employees.

In each case, the Board designates the executive director the task of writing a statement of job requirements. This shall be in the form of a job description setting forth the qualifications for the job, a detailed list of performance responsibilities and any required physical capabilities.

**Paraprofessional Staff**

Paraprofessional members shall be employed for such time as the agency is in need of or the desirous of the services of such employees, unless otherwise designated by contract or by board policy.

In each case, the Board shall approve the statement of job requirements as presented by the executive director. This shall be in the form of a job description, setting forth the qualifications for the job, a detailed list of performance responsibilities and any required physical capabilities.

All paraprofessionals who provide instructional support for students in Title I Schoolwide Programs and Targeted Assistance Programs shall meet the qualifications set forth in federal law and regulations.

Adopted: February 22, 1995

Revised: May 17, 2000, September 17, 2003

Recodified: January 18, 2017

LEGAL REFS: C.R.S. 22-32-110 (1) (h)

C.R.S. 22-60.5-101 et seg

C.R.S. 22-63-101 et seq

20 U.S.C. 1119 (No Child Left Behind Act of 20 01)

34 C.F.R. 200.55, 200.58, 200.59 (federal regulations regarding highly qualified teachers)