



**Request for Waiver from State Statute and Rules Regarding Employment of Substitute Teachers in Elizabeth School District  
November 13, 2023**

**WHEREAS, C.R.S. 22-60.5-111 Substitute Authorization:** authorizes a school district to employ a person to teach on a substitute teacher basis. Under this statute a substitute teacher authorization is only valid for such periods of time as specified in, and may be renewed as authorized in, rules adopted by the state board of education; and

**WHEREAS, 1 CCR 301-37 (4.05) Substitute Authorization:** defines the requirements, duration, and renewal requirements for a substitute teacher license; and

**WHEREAS,** the costs to the district of complying with the state's substitute licensure system significantly limits educational opportunities for students and staff; and

**WHEREAS,** Elizabeth School District (the "District") has hired additional administrative staff, increased its participation in hiring fairs, and employed software-based substitute scheduling systems; and

**WHEREAS,** the market is not generating a sufficient supply of state-licensed candidates despite increasing pay and benefits for substitute teachers; and

**WHEREAS,** by removing the substitute licensure barrier to entry, the District believes it can attract many new highly capable substitute teachers, which will have a positive impact on students; and

**NOW, THEREFORE,** we, the Board of Directors of Elizabeth School District, are seeking a waiver from the state requirement for substitute teachers to acquire a substitute license/authorization prior to being employed as a substitute teacher of a school district.

We further direct the administration to develop a pool of highly capable substitute teachers who are available and willing to support District students that will enhance educational opportunities and educational quality in the District. The District will provide to the state board, the Colorado Department of Education, or another entity designated by the state board, evidence of the quality standards, performance, and evaluation of substitute teachers hired pursuant to this waiver.

The District plans to directly measure the impact of the waiver in two ways: (1) The District will monitor the quality of its substitute teachers through ratings and evaluations; and (2) The District will monitor its "fill-rate," or the rate at which teacher absences are filled by a substitute.

The District projects that the evaluation ratings of the substitutes will increase over time and projects that the fill-rate will improve over time. The District also projects that students and teachers will express an increased level of satisfaction with substitutes and the substitute teaching system.

Approved and adopted this 13 day of November 2023.

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Rhonda Olsen, Board President  
Elizabeth School District

Attest:

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Mary Powell, Board Secretary  
Elizabeth School District