

Employment and Licensure in Colorado for Latin Teachers: a Guide from the Colorado Classics Association

Salve, sodalis! The following guide is shared by the Colorado Classics Association to provide starting points for those seeking employment and/or licensure as a teacher of Latin or Greek in Colorado primary or secondary education. We also heartily recommend taking advantage of the resources and job postings available through the [American Classical League](#). Also, at the time of writing this guide, the [Society for Classical Studies](#) has produced this state-by-state [listing of licensure agencies and policies](#), who wish to pursue licensure in primary or secondary education. Finally, we encourage you to consult see CCA's [list of schools with Latin and Greek programs](#) as a means to find specific schools to which one can express interest.

Employment

Several paths to employment may be considered:

- Public schools (neighborhood or 'choice' district schools)
- Public schools (charter schools)
- Religious schools
- Private/independent secular schools

Public schools which operate as neighborhood, comprehensive, or 'choice' schools in Colorado require licensure under terms established by the Colorado Department of Education (see below). Salary, working conditions, and benefits are generally secured by negotiated agreements with employee associations, and employment opportunities are posted on district websites. Three metro-area districts with existing Latin programs in their neighborhood and 'choice' schools are: [Boulder Valley School District](#), [Cherry Creek Schools](#), and [Jeffco Public Schools](#).

Public schools operating as charter schools under Colorado law regularly receive exemptions from state statute. This often includes a waiver of educator licensure requirements. Charter schools are a growing segment within Colorado's public education model and have a presence in Denver metro-area districts as well as in districts both urban and rural across the state. Charter schools not only list job postings on their own websites, as well as on district websites (both too numerous to list), but also frequently cross-post them with the [Colorado League of Charter Schools](#).

Religious schools regularly offer Latin to their students and post jobs on their own websites, as well as on the websites of sponsoring religious organizations. For jobs associated with the numerous parochial schools in the state, one may consult [CatholicJobs.com](#).

Those seeking employment in secular private or independent schools may wish to contact the [Association of Colorado Independent Schools](#).

Licensure

The alpha and omega of teacher licensing policies and programs in our state is the Colorado Department of Education ([CDE](#)). The variety of [paths to licensure](#) is great. These include: applicants who seek authorization to work as substitute teachers, in-state or out-of-state applicants who seek first-time licensure for a temporary or ongoing teaching position after college or graduate degrees, those who seek to transfer an out-of-state license for licensure in Colorado, as well as applicants who have academic training in Classics (but not education coursework) and require an alternative licensure program.

The alternative licensure program is commonly used in areas where there is a shortage of qualified candidates, such as is often the case in postings for Latin and/or Greek. To initiate the alternative licensure program, a school/district may offer a position to an otherwise qualified candidate who lacks licensure. The district will then collaborate with a post-secondary institution to offer coursework and mentorship to the candidate while he or she is on the job. Note that this will require both time and money of the candidate during his or her first year(s) of employment. After extension of the job and completion of the program of coursework, the applicant may then progress to a full professional license.

Charter, religious, and independent schools may also offer programs to support employees as they seek licensure. Others view licensure as offering no advantage, so it is recommended that candidates for jobs inquire with prospective employers as to their views when applying and/or interviewing.

Several Classics undergraduate and graduate programs in the state offer pathways to degrees and/or licensure. The programs at [CU Boulder](#) and at [Colorado College](#) are the leaders in post-secondary Classics in our state.