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# STATE OF COLORADO

**EXECUTIVE CHAMBERS**  
136 State Capitol  
Denver, Colorado 80203-1792  
Phone (303) 866-2471



Roy Romer  
Governor

## EXECUTIVE ORDER

### Task Force on Tenure

WHEREAS, the education of all Coloradans is a key foundation to building a strong future; and

WHEREAS, fundamental changes in the structure and operations of the present public education system will be necessary to attain higher achievement levels and learning for all students; and

WHEREAS, these changes will not occur without skillful, creative and empowered teachers in the classroom; and

WHEREAS, teachers are entitled to due process protections in their employment against arbitrary action and violations of their academic freedom; and

WHEREAS, the purpose of tenure is to protect these legitimate rights and not to guarantee employment regardless of performance; and

WHEREAS, the structure of the present tenure system is perceived to prohibit school districts from removing teachers who are not performing satisfactorily in the classroom; and

WHEREAS, there is a commitment on the part of educators and state policymakers to resolve problematic issues relating to the existing tenure system that detract from our ability to pursue meaningful educational reform.

NOW THEREFORE, I, Roy Romer, Governor of Colorado, under the authority vested in me by the constitution and laws of the State of Colorado, HEREBY ORDER the following:

1. The Teacher Tenure Task Force is hereby formed. The Task Force shall consist of:

- a. Four teachers;
- b. Four school board members or school administrators;

- c. Four members from Colorado's General Assembly appointed separately by and from the same party as the President of the Senate, the Minority Leader of the Senate, the Speaker of the House of Representatives, and the Minority Leader of the House of Representatives.
- d. Three citizens who are knowledgeable about issues relating to tenure.

Except as noted above, the task force shall be appointed by the Governor and serve at his pleasure. The Chairman shall be named by the Governor. Members shall serve without compensation.

2. The Task Force will be staffed by the Governor's office, with assistance from the Colorado Department of Education, the Office of Legislative Council and the private sector.

3. The Task Force shall have the following responsibilities:

- a. Make recommendations regarding how the existing dismissal process for tenured teachers can be simplified, while still assuring that legitimate due process rights of teachers are protected. The goal is to define an alternative process that is less lengthy and expensive than the current procedure. The use of arbitration is one tool the task force should consider.

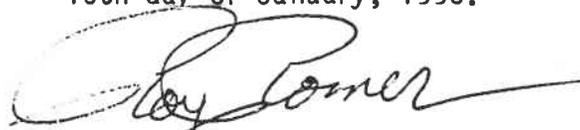
- b. Make recommendations regarding changes that will be required in the existing law if "unsatisfactory performance" is added to the enumerated grounds for dismissal.

4. The task force should review the 1987 report of the tenure study committee, presented by the Colorado State Board of Education to the General Assembly, in order to utilize the expertise and findings of that report.

5. The Task Force will make its recommendations to the Governor and to the General Assembly on or before March 12, 1990, for appropriate legislative action this session.

6. This Executive Order shall expire on March 31, 1990, unless further extended by Executive Order.

GIVEN under my hand and the Executive Seal of the State of Colorado, this 15th day of January, 1990.



Roy Romer  
Governor

