

**First Regular Session  
Sixty-eighth General Assembly  
STATE OF COLORADO**

**INTRODUCED**

LLS NO. 11-0331.01 Julie Pelegrin

**HOUSE BILL 11-1057**

---

**HOUSE SPONSORSHIP**

**Fischer,** Kefalas

**SENATE SPONSORSHIP**

**Bacon,**

---

**House Committees**  
Education

**Senate Committees**

---

**A BILL FOR AN ACT**

101     **CONCERNING PROCEDURAL REQUIREMENTS APPLICABLE TO**  
102             **TERMINATING THE EMPLOYMENT CONTRACTS OF PERSONS**  
103             **TEACHING ON A NONREGULAR BASIS AT INSTITUTIONS OF**  
104             **HIGHER EDUCATION.**

---

**Bill Summary**

*(Note: This summary applies to this bill as introduced and does not reflect any amendments that may be subsequently adopted. If this bill passes third reading in the house of introduction, a bill summary that applies to the reengrossed version of this bill will be available at <http://www.leg.state.co.us/billsummaries>.)*

Under current law, a person who is employed by a state institution of higher education as an adjunct professor or contingent employee is an

Shading denotes HOUSE amendment. Double underlining denotes SENATE amendment.  
*Capital letters indicate new material to be added to existing statute.  
Dashes through the words indicate deletions from existing statute.*

employee-at-will, and his or her employment contract may be terminated at any time. Under the bill, if the institution of higher education terminates or refuses to renew the employee's contract, the institution must provide a written statement of the reasons for termination or nonrenewal, and the employee has access to any dispute procedures available under the institution's policies.

---

1 *Be it enacted by the General Assembly of the State of Colorado:*

2 **SECTION 1.** 24-19-104 (1.5), Colorado Revised Statutes, is  
3 amended BY THE ADDITION OF A NEW PARAGRAPH to read:

4 **24-19-104. Terms of employment contracts - public inspection.**

5 (1.5) (d) NOTWITHSTANDING THE PROVISIONS OF PARAGRAPH (a) OF  
6 SUBSECTION (1) OF THIS SECTION, AN INDIVIDUAL WHO IS ENGAGED IN  
7 CLASSROOM TEACHING ON A NONREGULAR BASIS UNDER AN EMPLOYMENT  
8 CONTRACT OR EMPLOYMENT CONTRACT EXTENSION WITH A SYSTEM OF  
9 HIGHER EDUCATION OR A CAMPUS OF A STATE INSTITUTION OF HIGHER  
10 EDUCATION AND WHO RECEIVES A NOTICE OF TERMINATION OF OR  
11 REFUSAL TO RENEW THE EMPLOYMENT CONTRACT SHALL RECEIVE A  
12 WRITTEN STATEMENT OF THE REASONS FOR TERMINATION OF OR REFUSAL  
13 TO RENEW THE INDIVIDUAL'S EMPLOYMENT CONTRACT AND SHALL HAVE  
14 ACCESS TO ANY DISPUTE PROCEDURES AVAILABLE UNDER THE POLICIES OF  
15 THE SYSTEM OR INSTITUTION OF HIGHER EDUCATION.

16 **SECTION 2. Act subject to petition - effective date.** This act  
17 shall take effect at 12:01 a.m. on the day following the expiration of the  
18 ninety-day period after final adjournment of the general assembly (August  
19 10, 2011, if adjournment sine die is on May 11, 2011); except that, if a  
20 referendum petition is filed pursuant to section 1 (3) of article V of the  
21 state constitution against this act or an item, section, or part of this act  
22 within such period, then the act, item, section, or part shall not take effect

1 unless approved by the people at the general election to be held in  
2 November 2012 and shall take effect on the date of the official  
3 declaration of the vote thereon by the governor.