

Ohio Teacher Continuing Contracts

The Ohio Department of Education encourages all districts to use the graphic below as a starting point when reviewing district policies and procedures for awarding teacher continuing contracts. The legal office of each school district establishes the policies, which must meet the requirements in state law for recommending, granting, postponing or denying teachers continuing contracts. (To view the full text of the law, Ohio Revised Code 3319.08 and 3319.11, visit <http://codes.ohio.gov/orc/3319.08>.)

Evaluations of teachers who are employed under limited and continuing contracts are required by state law. However, the law does not specify how the district must use evaluation results to grant contracts. The department encourages districts to incorporate Ohio teacher evaluation ratings as a fourth component in their policies and procedures regarding the granting of continuing contracts (see Section 4 of the graphic below).

1. Licensure

Teacher holds one of the following:

- 1) Professional educator license;
- 2) Senior professional educator license; or
- 3) Lead professional educator license.

Teacher initially issued an educator license on or after Jan. 1, 2011

2. Experience

The teacher has held an educator license for at least seven years and has taught in the district at least three out of the last five years;

OR

The teacher had continuing contract status granted elsewhere and has served two years in the district.

The teacher, within the last five years, has taught for at least three years in the district.

OR

The teacher had continuing contract status granted elsewhere and has served two years in the district (or less under the superintendent's recommendation).

3. Degree & Coursework

If the teacher did not hold a master's degree at the time of initially receiving a teacher's certificate or educator license, then the teacher must have completed 30 semester hours of coursework in the area of licensure or in an area related to the teaching field since the initial issuance of such certificate or license;

OR

If the teacher held a master's degree at the time of initially receiving a teacher's certificate or an educator license, then the teacher must have completed six semester hours of graduate coursework in the area of licensure or in an area related to the teaching field since the initial issuance of such certificate or license.

4. Teacher Performance

Evaluation must be based on the Ohio Teacher Evaluation Framework:

Teacher Performance on Standards, 50%, and Student Growth Measures, 50%. The teacher must earn a Final Summative Rating of skilled or accomplished on two of the three most recent years of his/her annual evaluation.

(Note: While the use of teacher evaluation ratings in making a teacher tenure decision is not required by law [ORC], it is a commitment made by districts and community schools in their Race to the Top approved Scopes of Work.)

District policy/negotiated agreement:

- Verification of teachers' eligibility for continuing contract sent to principals
- Teacher declares intent
- Principal conducts annual evaluation
- Superintendent reviews principal's recommendation and evaluation results
- Prior to June 1, superintendent makes recommendation regarding continuing contract and teacher is notified
- On or before June 1, Board of Education makes decision on recommendation

(Per ORC 3319.08, ORC 3319.11)

Continuing Contract Granted

A continuing contract remains in effect until the teacher resigns, elects to retire, is retired, or until terminated or suspended.

Postpone Continuing Contract

Follow district policy/negotiated agreement to grant a one- or two-year extended limited contract.

Continuing Contract Denied

Follow district policy/negotiated agreement **OR** provide notice of intent not to re-employ.
(Per ORC 3319.11)