

HUMAN RESOURCES

Certificated Personnel

Continuing Contracts

- I. Continuing contracts shall be issued in accordance with the Code of Virginia, the Virginia Board of Education, and the Prince William County Schools policies and regulations.
- II. Continuing Contract Provisions
 - A. A probationary term of service of at least three (3) years and up to five (5) years shall be required before a teacher is issued a continuing contract with Prince William County Public Schools (PWCS). A probationary term of up to five (5) years may be made on a case-by-case, individual teacher basis. Teachers employed after completing the probationary period shall be entitled to continuing contract during good behavior and competent service.
 1. A probationary year is defined as full-time employment of 180 or more teaching days during the school year.
 2. A probationary year for the first year of employment is defined as full-time employment of at least 160 teaching days.
 3. Annual renewal of teaching contracts is contingent upon School Board approval.
 - B. A full time teacher who has attained continuing contract status in another Virginia school division shall be offered continuing contract status if the teacher has successfully completed probationary service in PWCS not to exceed two (2) years and has not had a break in service greater than two (2) years contiguous to employment in PWCS.
 - C. When a teacher has attained continuing contract status in the division, and separates from and returns to teaching service by the beginning of the third year, the teacher shall be required to serve a probationary period not to exceed two years.
 - D. A probationary term of service of at least three (3) years and up to five (5) years shall be required of teachers with continuing contracts who have a break in service in excess of two (2) years and are re-employed by the School Division in accordance with the Code of Virginia.

- E. The status of continuing contract teachers appointed to administrative or supervisory positions will be governed by the School Board's policies relating to those positions during the period such positions are held. Any administrator who is thereafter reassigned to a teaching position will revert to the contract status held when assigned to the administrative or supervisory position and will not be required to repeat any probationary service already served.

III. Probationary Status Provisions

- A. A probationary term of service of at least three (3) years and up to five (5) years shall be required of teachers on probationary status who resign or have a break in service in excess of two (2) years and are then re-employed by the School Division.
- B. Teachers on probationary status for at least two (2) years who resign or separate from PWCS and return to teaching service by the beginning of the third year, retain the acquired probationary credit.
- C. Periods spent on extended leave will not be credited toward probationary service unless otherwise provided by School Board policy.

The Associate Superintendent for Human Resources (or designee) is responsible for implementing and monitoring this regulation.

The Associate Superintendent for Human Resources (or designee) is responsible for reviewing this regulation in 2016.