

PROFESSIONAL STAFF

No teacher is regularly employed by the Regional School Board or paid from public funds unless such teacher

- holds a license or provisional license issued by the Board of Education,
- holds a local eligibility license as defined in Va. Code § 22.1-298.1,
- holds a three-year license to teach high school career and technical education courses in specified subject areas or
- is hired to teach in a trade and industrial education program and for whom the teacher licensure requirements have been waived by the Virginia Department of Education.

The Board of Education prescribes, by regulation, the requirements for the licensure for teachers and other school personnel required to hold a license.

Provisional Teacher License

If a teacher employed under a provisional license is activated or deployed for military service within a school year (July 1 - June 30), an additional year will be added to the teacher's provisional license for each school year or portion thereof during which the teacher is activated or deployed. The additional year shall be granted the year following the return of the teacher from deployment or activation.

The executive director may request that the Board of Education extend the three-year provisional license of a teacher for at least one year but no more than two additional years. The request must be accompanied by the executive director's recommendation for such extension and satisfactory performance evaluations for the teacher for each year during the original three-year provisional license that such teacher was actually employed and received a failed performance evaluation.

As specified Va. Code § 22.1-298.1, the executive director may issue a provisional teacher license to any individual the Regional School Board seeks to employ as a career and technical education teacher who is also seeking initial licensure in Virginia with an endorsement in the area of career and technical education to allow the teacher time to attain the required credentials.

Upon an individual's completion of a local eligibility license, the Regional School Board may issue a provisional license to such individual upon receiving from the executive director (i) a recommendation for such license, and (ii) a satisfactory performance evaluation for such individual for the local eligibility licensure period.

Local Eligibility License

In accordance with Va. Code § 22.1-298.1(M) and the Board of Education's regulations, a one-year nonrenewable local eligibility license may be issued to an individual who needs to take additional coursework but otherwise meets certain conditions for licensure and who may be

employed by the Regional School Board with the intention of such individual, upon satisfaction of the applicable requirements set forth in Regional Board regulations, receiving full licensure with a renewable license.

The executive director or Regional School Board may recommend for a local eligibility license any individual who received a baccalaureate degree from a regionally accredited institution of higher education and who has experience or training in a subject or content area as the Regional School Board or the executive director deems appropriate for the applicable teaching position or endorsement area.

Each local eligibility license is subject to regulations developed by the Board of Education and criteria established by law, including, but not limited to, the following:

- the Regional School Board ensures that the number of its employed teachers who hold local eligibility licenses do not exceed five percent of the teachers employed by the Regional School Board during the preceding school year;
- local eligibility licenses are not issued to any individual who is (i) seeking to provide instruction in special education or (ii) eligible for a collegiate professional license or postgraduate professional license;
- any individual issued a local eligibility license is required to complete, within the one-year of such licensure, all training requirements prescribed by law, the Regional School Board and the executive director;
- local eligibility licenses are only valid within the issuing school;
- any individual issued a one-year local eligibility license is considered a probationary teacher and subject to the probationary terms of employment pursuant to Virginia law and School Board policies;
- when appropriate, before or by the expiration of such local eligibility license period held by an individual, the executive director and Regional School Board provide a recommendation to the Board of Education for such individual to be issued a collegiate professional or postgraduate professional license; and
- within a month of issuance to an individual, each local eligibility license is reviewed by the Department of Education's Office of Licensure to ensure compliance with all Board of Education regulations.

Adopted: October 20, 2016
Amended: September 14, 2017
Amended: October 18, 2018
Amended: October 15, 2020
Amended: October 19, 2023
Amended: September 19, 2024

Legal Refs.: Code of Virginia, 1950, as amended, §§ 22.1-298.1, 22.1-299, 22.1- 299.5 and 22.1-299.6