

PROFESSIONAL STAFF PROBATIONARY TERM AND CONTINUING CONTRACT

Teachers

Probationary Term

A probationary term of service of three years at Maggie L. Walker Governor's School is required before a teacher is issued a continuing contract. A mentor teacher is provided to every first-year probationary teacher to assist such teacher in achieving excellence in instruction. Probationary teachers with prior successful teaching experience may be exempt from this requirement with approval from the executive director. Probationary teachers are evaluated at least annually in accordance with Policy 5006 - Evaluation of Professional Staff. A teacher in their first year of the probationary period is evaluated informally at least once during the first semester of the school year. The executive director considers such evaluations as one factor in making recommendations to the Regional School Board regarding the nonrenewal of such a teacher's contract.

In order to achieve continuing contract status, every teacher must successfully complete training in instructional strategies and techniques for intervention for or remediation of students who fail or are at risk of failing the Standards of Learning assessments. The Maggie L. Walker Governor's School Regional Board provides said training at no cost to the teachers it employs. If such training is not offered in a timely manner, no teacher will be denied continuing contract status for failure to obtain such training.

Once a continuing contract status has been attained in a school division in this state, another probationary period need not be served unless such probationary period, not to exceed two years, is made a part of the contract of employment. If a teacher separates from service and returns to teaching service in Virginia public schools by the beginning of the third year, the person shall be required to begin a new probationary period, not to exceed two years, if made part of the employment contract.

If a teacher who has not achieved continuing contract status receives notice of re-employment, they must accept or reject in writing within 15 calendar days of receipt of the notice. Unless a conference with the executive director is requested as specified in the Code of Virginia, or in the case of reduction in force, written notice of nonrenewal of the probationary contract must be given by the Regional School Board on or before June 15 of each year. If the teacher requests a conference with the director, then written notice of non-renewal by the Regional School Board must be given within thirty days after the executive director notifies the teacher of his intention with respect to the recommendation.

Continuing Contract

Teachers employed after completing the probationary period are entitled to continuing contracts during good behavior and competent service. Written notice of noncontinuation of the contract by either party must be given by June 15 of each year; otherwise the contract continues in effect for the ensuing year.

The Regional School Board may reduce the number of teachers, whether or not such teachers have reached continuing contract status, because of decrease in enrollment or abolition of particular subjects.

Furthermore, nothing in the continuing contract shall be construed to authorize the Regional School Board to contract for any financial obligation beyond the period for which funds have been made available.

As soon after June 15 as the school budget is approved by the Regional School Board, furnishes each teacher a statement confirming continuation of employment, setting forth assignment and salary.

Within two weeks of the approval of the school budget by the Regional School Board, but no later than July 1, the Regional School Board will notify any teacher who may be subject to a reduction in force due to a decrease in the Regional School Board's budget as approved by the Regional School Board.

Associate Directors, Assistant Directors, Coordinators, and Supervisors

A person employed as associate director, assistant director, coordinator or supervisor, including a person who has previously achieved continuing contract status as a teacher, shall serve a probationary term of three years in such position in the school before acquiring continuing contract status as associate director, assistant director, coordinator or supervisor.

Continuing contract status acquired by an associate director, assistant director, coordinator or supervisor shall not be construed (i) as prohibiting the Regional School Board from reassigning such associate director, assistant director, coordinator or supervisor to a teaching position if notice of reassignment is given by the Regional School Board by June 15 of any year or (ii) as entitling any such associate director, assistant director, coordinator or supervisor to the salary paid to them as associate director, assistant director, coordinator or supervisor in the case of any such reassignment to a teaching position. No such salary reduction and reassignment, however, shall be made without first providing such associate director, assistant director, coordinator or supervisor with written notice of the reason for such reduction and reassignment and an opportunity to present his or her position at an informal meeting with the executive director, the executive director's designee or the Regional School Board. Before recommending such reassignment, the executive director shall consider, among other things, the performance evaluations for such associate director, assistant director, coordinator or supervisor. The affected associate director, assistant director, coordinator, or supervisor shall elect whether such meeting shall be with the executive director, the executive director's designee or the

Regional School Board. The Regional School Board, executive director or the executive director's designee shall determine what processes are to be followed at the meeting. The decision to reassign and reduce salary shall be at the sole discretion of the Regional School Board.

The intent of this section is to provide an opportunity for an associate director, assistant director, coordinator, or supervisor to discuss the reasons for such salary reduction and reassignment with the executive director or the Regional School Board, and the provisions of this section are meant to be procedural only. Nothing contained herein shall be taken to require cause for the salary reduction and reassignment of an associate director, assistant director, coordinator or supervisor.

As used in this policy, "Supervisor" means a person who holds an instructional supervisory position as specified in the regulations of the Board of Education and who is required to hold a certificate as prescribed by the Board of Education.

Adopted: June 20, 2013

Amended: January 25, 2018

Amended: October 18, 2018

Amended: August 20, 2020

Amended: April 20, 2023

Amended: September 18, 2025

Legal Refs.: Code of Virginia, 1950, as amended, §§ 22.1-294, 22.1-303, 22.1-304.

Cross Refs.:

| | |
|----------|--|
| Pol 5021 | Professional Staff Grievances |
| Pol 5015 | Professional Staff Contracts |
| Pol 5100 | Substitute Teachers |
| Pol 5006 | Evaluation of Professional Staff |
| Pol 5060 | Reduction in Professional Staff Work Force |
| Pol 5020 | Professional Staff Discipline |
| Pol 5022 | Suspension of Staff Members |
| Pol 5110 | Resignation of Staff Members |