



Continuing Contract

OEA Education Policy Research and Member Advocacy Department

What is a continuing contract?

A continuing contract is granted to teachers based upon meeting the qualifications laid out in Ohio Revised Code § 3319.08 and any locally bargained requirements (i.e. apply by a certain date).

What are the benefits of receiving a continuing contract?

It gives you job security. For as long as you work in the district where you were granted a continuing contract, it cannot be taken from you. You are legally entitled to due process prior to termination, you can only be terminated for specific reasons laid out in Ohio Revised Code § 3319.16, and you will have an unlimited period of recall should you be laid off. Additionally, should you move to a new District, you will be eligible for a continuing contract after two (2) years of employment.

What are the requirements to attain a continuing contract?

*For those who received their initial teaching license/certificate prior to January 1, 2011, you must meet **each** of the following requirements:*

1. You must hold a permanent, professional or life certificate, or 5 year professional, senior professional, or lead professional license.
2. You must have taught in the district 3 out of the last 5 years*.
3. You must have met **one** of the following educational requirements:
 - a. If a master's degree was held at the time of initially receiving a certificate or license, six semester hours of graduate coursework in the teaching field or area of licensure;
 - b. If a master's degree was **not** held at the time of initially receiving a certificate or license, 30 semester hours of coursework in a teaching field since the initial issuance of the certificate or license, or attainment of a master's degree in a teaching field.

*For those who received their initial teaching license/certificate on or after to January 1, 2011, you must meet **each** of the following requirements:*

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1. You must hold a 5 year professional, senior professional, or lead professional license.
2. You must have taught in the district 3 out of the last 5 years*.
3. You must have met **one** of the following educational requirements:
 - a. If a master's degree **was** held at the time of initially receiving a license, six semester hours of graduate coursework in the teaching field or area of licensure;
 - b. If a master's degree **was not** held at the time of initially receiving a license, 30 semester hours of coursework in a teaching field since the initial issuance of the license, or attainment of a master's degree in a teaching field or area of licensure.
4. You must hold an educator license for 7 years.

How do I get a continuing contract?

At the expiration of the limited contract in which you meet all the requirements, your Superintendent must recommend and the local Board of Education must act on your continuing contract status.

Unless additional requirements are contained within your Collective Bargaining Agreement, submission of your coursework is the only thing necessary to show your eligibility for a continuing contract. Check with your local president or Labor Relations Consultant to determine what, if any, additional requirements may be applicable.

If you are in the middle of a multi-year limited contract, the Board of Education, **at your request**, may break the multi-year limited contract to consider your continuing contract, **but is not obligated to do so.**

What are the Board of Education's options?

The Board has four options:

1. Grant the Superintendent's recommendation to give you a continuing contract.
2. Reject the recommendation of the Superintendent, by a three-fourths vote, and then vote to non-renew your contract, again by a three-fourths vote.
3. Reject the recommendation of the Superintendent, by a three-fourths vote, and take no further action, which then automatically employs you under a one year limited contract.
4. Reject the recommendation of the Superintendent, by a three-fourths vote, and put you on an extended limited contract for up to two years directed at professional improvement.

What happens if the Board fails to take any action?

If the Board fails to take any action, and you have completed all statutory and contractual requirements to be properly considered for continuing contract, you are granted a continuing contract by law.

When does the Continuing Contract become effective?

It becomes effective immediately upon action of the Board of Education to employ you under a continuing contract.

Further Questions

This bulletin is intended to provide general continuing contract information. Any questions regarding your specific situation should be directed to your local president or OEA Labor Relations Consultant.

