

Teacher Employment Contract Policies

What are the requirements to earn nonprobationary status?

July 2020

This metric captures state criteria for attaining nonprobationary status – meaning a teacher qualifies for a renewable continuing contract. When describing probationary status, states also use terms such as tenure, professional, permanent, indefinite and continuing.

R = Teacher must return to begin the next school year or sign a contract committing to service in the next school year. Unless otherwise noted, all years listed as required for nonprobationary status are academic years. View the full 50-State Comparison: Teacher Employment Contract Policies [here](#).

STATE	WHAT ARE THE REQUIREMENTS TO EARN NONPROBATIONARY STATUS?	CITATION
Alabama	3+R	Ala. Code § 16-24C-4
Alaska	3+R Teachers must also complete a performance evaluation that satisfies district standards.	Alaska Stat. Ann. § 14.20.150
Arizona	3+R	Ariz. Rev. Stat. Ann. § 15-538.01
Arkansas	3+R	Ark. Code Ann. § 6-17-1502
California	2+R Districts serving less than 250 students or more than 60,000 students are granted flexibility in awarding permanent status.	Cal. Educ. Code § 44929.21 et seq.
Colorado	3 Teachers must demonstrate effectiveness, as determined by performance evaluations, for three years to earn nonprobationary status.	Colo. Rev. Stat. Ann. § 22-63-203 Colo. Rev. Stat. Ann. § 22-63-103

STATE	WHAT ARE THE REQUIREMENTS TO EARN NONPROBATIONARY STATUS?	CITATION
Connecticut	40 months Superintendents must consider effective practice as measured by performance evaluations when granting tenure.	Conn. Gen. Stat. Ann. § 10-151
Delaware	Hired before 2009-10 school year: - 3 - Teachers must be employed with at least 2 in the employ of the terminating school board. Hired during or after after 2009-10 school year: - 3 - Teachers must have at least 2 years of 'satisfac	Del. Code Ann. tit. 14, § 1403
District of Columbia	Not specified in state policy.	
Florida	Hired prior to 7/1/2011: - 3 + R - Teachers employed before 7/1/84 are under continuing contract; teachers hired after 7/1/84 and before 7/1/2011 are under a professional service contract upon completion of three years of service. These contracts ar	Fla. Stat. Ann. § 1012.22 Fla. Stat. Ann. § 1012.33 Fla. Stat. Ann. § 1012.335
Georgia	3+R	Ga. Code Ann. § 20-2-942
Hawaii	Governed by state board policy.	
Idaho	3+R	Idaho Code Ann. § 33-515
Illinois	Hired prior to implementation of PERA: - 4+R Hired after implementation of PERA: - 2+R with 2 consecutive 'excellent' evaluations in the current district if teacher was previously on continued contract in another district and left voluntarily	105 Ill. Comp. Stat. Ann. 5/24-11
Indiana	Hired before 07/2012: - Teachers who have signed a contract with a school district prior to 07/2012 are granted an indefinite contract as an established employee of the district. Hired after 07/2012: - 3+ R - Teachers must receive a ratin	IC 20-28-6-7.5 IC 20-28-6-8
Iowa	3	Iowa Code Ann. § 279.19

STATE	WHAT ARE THE REQUIREMENTS TO EARN NONPROBATIONARY STATUS?	CITATION
Kansas	Teacher contracts are continued into the next school year unless a notice of nonrenewal or termination is given.	Kan. Stat. Ann. § 72-2251
Kentucky	4+R	Ky. Rev. Stat. Ann. § 161.740
Louisiana	Tenure prior to 09/01/2012: - 3 After July 1, 2012: - 5 - Teachers must receive 5 years of 'highly effective' ratings within a 6 year period.	La. Stat. Ann. § 17:442
Maine	3 Hired for the 2020-21 school year: - 2	Me. Rev. Stat. tit. 20-A, § 13201
Maryland	3	Md. Code Ann., Educ. § 6-202
Massachusetts	3 + R	Mass. Gen. Laws Ann. ch. 71, § 41
Michigan	5	Mich. Comp. Laws Ann. § 38.81
Minnesota	3	Minn. Stat. Ann. § 122A.40
Mississippi	2	Miss. Code. Ann. § 37-9-103
Missouri	5 + R	Mo. Ann. Stat. § 168.221
Montana	3 + R	Mont. Code Ann. § 20-4-203
Nebraska	3	Neb. Rev. Stat. Ann. § 79-824
Nevada	3 + R Teachers must receive a designation of "highly effective" or "effective" on each of his or her performance evaluations for 2 consecutive school years to earn postprobationary status.	Nev. Rev. Stat. Ann. § 391.820

STATE	WHAT ARE THE REQUIREMENTS TO EARN NONPROBATIONARY STATUS?	CITATION
New Hampshire	5	N.H. Rev. Stat. Ann. § 189:14-a
New Jersey	Hired before the 2012/13 school year: - 3+R Hired during or after the 2012/13 school year: - 4 + R - Teachers must complete a district mentorship program during the initial year of employment and receive a rating of effective or highly eff	N.J. Stat. Ann. § 18A:28-5
New Mexico	2 + R	N.M. Stat. Ann. § 22-10A-2
New York	4 + R Teachers must meet additional criteria beyond years of service to earn tenure.	N.Y. Educ. Law § 2573
North Carolina	3	N.C. Gen. Stat. Ann. § 115C-325.3
North Dakota	2	N.D. Cent. Code Ann. § 15.1-15-02
Ohio	Certified prior to 01/01/2011: - 3 - Teachers are eligible for a continuing contract when they have taught three years in the same local education agency within a five year period. - Teachers must also complete six semester hours of graduate co	Ohio Rev. Code Ann. § 3319.08 Ohio Rev. Code Ann. § 3319.11
Oklahoma	Hired before 2017/18 school year: - 3 Hired during or after the 2017/18 school year: - 3 or 4 based on teacher evaluation rating. - Teachers must also receive a district evaluation rating of superior in two out of the three consecutive y	Okla. Stat. Ann. tit. 70, § 6-101.3
Oregon	3+R	Or. Rev. Stat. Ann. § 342.815
Pennsylvania	Hired before 06/30/1996: - 2 Hired after 06/30/1996: - 3	24 Pa. Stat. Ann. § 11-1121

STATE	WHAT ARE THE REQUIREMENTS TO EARN NONPROBATIONARY STATUS?	CITATION
Puerto Rico	2	<p>§ 214 Permanent teachers Qualifications, 18 L.P.R.A. § 214</p> <p>§ 218 Probation teachers; continuance of status, 18 L.P.R.A. § 218</p>
Rhode Island	3 Teachers must complete three annual contracts within five successive school years with satisfactory teaching.	16 R.I. Gen. Laws Ann. § 16-13-3
South Carolina	4 Teachers must complete a 3-year induction contract period, an annual contract period, an evaluation process, and satisfy local school board and teacher certificate criteria to be eligible for employment at the continuing contract level.	S.C. Code Ann. § 59-26-40
South Dakota	3+R	S.D. Codified Laws § 13-43-6.3
Tennessee	5+R Probationary teachers must complete five years, or at least 45 months of teaching within a seven year period. Probationary teachers must receive performance ratings at or above a rating of "above expectations" during the last two years of the p	Tenn. Code Ann. § 49-5-503
Texas	3+R	Tex. Educ. Code Ann. § 21.153
Utah	3 Provisional teachers must work for a school district on at least a half-time basis for three consecutive years. A school district may extend the provisional status of an employee for up to two consecutive years if district policy specifies the ci	Utah Code Ann. § 53G-11-503
Vermont	2	Vt. Stat. Ann. tit. 16, § 1752
Virginia	3 Teachers hired after 07/01/2001 must complete training in instructional strategies and techniques for intervention for or remediation of students who fail or are at risk of failing in order to attain continuing contract status.	Va. Code Ann. § 22.1-303

STATE	WHAT ARE THE REQUIREMENTS TO EARN NONPROBATIONARY STATUS?	CITATION
Washington	<p>3</p> <p>Teachers who receive an evaluation rating below level 2 on the four-level rating system during the third year of employment remains subject to nonrenewal (not eligible for nonprobationary status) until they receive a level 2 rating.</p>	<p>Wash. Rev. Code Ann. § 28A.405.220</p>
West Virginia	<p>3+R</p>	<p>W. Va. Code Ann. § 18A-2-2</p>
Wisconsin	<p>3+R</p>	<p>Wis. Stat. Ann. § 118.23</p>
Wyoming	<p>3+R</p>	<p>Wyo. Stat. Ann. § 21-7-102</p>