

Teacher Employment Contract Policies

Does state policy allow a teacher to transfer nonprobationary status to a different school or district?

July 2020

This metric captures provisions addressing the transferability of tenure status to a new school or district. In some states, teachers serve an abbreviated probationary period at a new school or district, which is considered transferring nonprobationary status for this metric. View the full 50-State Comparison: Teacher Employment Contract Policies [here](#).

STATE	DOES STATE POLICY ALLOW A TEACHER TO TRANSFER NONPROBATIONARY STATUS TO A DIFFERENT SCHOOL OR DISTRICT?	CITATION
Alabama	No. Tenure status is not transferable from one employer to another employer except when employers change by virtue of annexation, school district formation, consolidation or a similar reorganization over which the employee has no control.	Ala. Code § 16-24C-4
Alaska	Not specified in state policy.	
Arizona	Yes. Continuing teachers may preserve the 3-year probationary period if a teacher transfers from a common school district to a high school district or vice versa--if the governing board recognizes the years of employment and provided that the districts have coterminous boundaries and common governing board.	Ariz. Rev. Stat. Ann. § 15-547
Arkansas	Not specified in state policy.	
California	Not specified in state policy.	
Colorado	Yes. Nonprobationary teachers may present evidence of student academic growth in order to retain nonprobationary status.	Colo. Rev. Stat. Ann. § 22-63-203
Connecticut	Yes. Teachers may attain tenure after 20 months and an evaluation of effective practice in a new school district.	Conn. Gen. Stat. Ann. § 10-151
Delaware	Not specified in state policy.	
District of Columbia	Not specified in state policy.	
Florida	No. Probationary contracts are awarded regardless of previous employment in another school district or state.	Fla. Stat. Ann. § 1012.335

STATE	DOES STATE POLICY ALLOW A TEACHER TO TRANSFER NONPROBATIONARY STATUS TO A DIFFERENT SCHOOL OR DISTRICT?	CITATION
Georgia	Yes. Teachers may regain tenure status after 1+R if employed by a new local board of education.	Ga. Code Ann. § 20-2-942
Hawaii	Not specified in state policy.	
Idaho	Not specified in state policy.	
Illinois	Not specified in state policy.	
Indiana	Not specified in state policy.	
Iowa	Yes. The probationary period may not exceed 2 years for teachers who have already completed the probationary period in another district in the state and the school board may waive the probationary period for teachers who have completed one in another district.	Iowa Code Ann. § 279.19
Kansas	Not specified in state policy.	
Kentucky	Yes. Teachers shall retain continuing contract status. However, a district may require a one year probationary period of service in that district before granting that status.	Ky. Rev. Stat. Ann. § 161.740
Louisiana	Not specified in state policy.	
Maine	Not specified in state policy.	
Maryland	Yes. Tenured teachers will earn tenure status if the initial contract is renewed after one year. The local district can extend the probationary period of the transferred teacher based on performance evaluations and their demonstration of potential for improvement.	Md. Code Ann., Educ. § 6-201
Massachusetts	Yes. Teachers may be granted tenure status if the superintendent acts on their behalf.	Mass. Gen. Laws Ann. ch. 71, § 41
Michigan	Yes. Teachers with tenure status are not subject to a two year probationary period and the local school board can place the teacher on a continuing contract immediately.	Mich. Comp. Laws Ann. § 38.92
Minnesota	Yes. Teachers who move to another district following their completion of a probationary period will be placed on a one year probationary period.	Minn. Stat. Ann. § 122A.40
Mississippi	Yes. Teachers who move to another district after a two year probationary period are subject to a one year probationary period.	Miss. Code. Ann. § 37-9-103
Missouri	Not specified in state policy.	
Montana	Not specified in state policy.	
Nebraska	Not specified in state policy.	

STATE	DOES STATE POLICY ALLOW A TEACHER TO TRANSFER NONPROBATIONARY STATUS TO A DIFFERENT SCHOOL OR DISTRICT?	CITATION
Nevada	Yes. Postprobationary teachers who voluntarily leave their position and are employed within five years maintain their postprobationary status.	Nev. Rev. Stat. Ann. § 391.815
New Hampshire	Not specified in state policy.	
New Jersey	Yes. Teachers who have attained tenure who are transferred with their consent attain tenure after a two year probationary period, unless a shortened period is determined by the board. Highly effective teachers who elect to move a low-performing district and teachers who transfer upon school closures can maintain their tenure status.	N.J. Stat. Ann. § 18A:28-6 N.J. Stat. Ann. § 18A:28-5.1 N.J. Stat. Ann. § 18A:28-6.1
New Mexico	Not specified in state policy.	
New York	Yes. Tenured teachers who transfer to another district are subject to a probationary period no longer than two years.	N.Y. Educ. Law § 2573
North Carolina	Not specified in state policy.	
North Dakota	Yes. Teachers may have the probationary period requirement waived by the school board if they have two or more years of teaching experience in the state.	N.D. Cent. Code Ann. § 15.1-15-02
Ohio	Yes. Teachers must serve two years in the local education agency to be eligible for continuing contract status. The local school board, upon recommendation of the superintendent, may grant the teacher a continuing contract prior to the completion of the two year period.	Ohio Rev. Code Ann. § 3319.11
Oklahoma	Not specified in state policy.	
Oregon	Yes. Teachers may enter into agreements with local school boards to provide a shorter probationary period before being classified as a contract teacher if the they have already completed a three-year probationary period in another Oregon school district.	Or. Rev. Stat. Ann. § 342.815
Pennsylvania	Not specified in state policy.	
Puerto Rico	Not specified in state policy.	
Rhode Island	Yes. Teachers under tenure who voluntarily transfer to another school district will remain under tenure, unless they are notified prior to March 1 of the second school year following the transfer.	16 R.I. Gen. Laws Ann. § 16-13-8
South Carolina	Yes. Teachers maintain continuing contract status unless the teacher has been dismissed.	S.C. Code Ann. § 59-26-40
South Dakota	Not specified in state policy.	

STATE	DOES STATE POLICY ALLOW A TEACHER TO TRANSFER NONPROBATIONARY STATUS TO A DIFFERENT SCHOOL OR DISTRICT?	CITATION
Tennessee	Yes. Tenured teachers must serve the regular probationary period unless the requirement is waived or shortened by the local school board.	Tenn. Code Ann. § 49-5-509
Texas	Not specified in state policy.	
Utah	Yes. School district policies determine the employment status of a career employee if they accept employment in another school district.	Utah Code Ann. § 53G-11-503
Vermont	Not specified in state policy.	
Virginia	Yes. Teachers who attain continuing contract status in another district do not need to serve another probationary period in a different district, unless it is included in the employment contract of the teacher. The probationary period may not exceed two years.	Va. Code Ann. § 22.1-303
Washington	Yes. Teachers who have completed at least two years of service in another Washington school district are not required to complete the full three year probationary period.	Wash. Rev. Code Ann. § 28A.405.220
West Virginia	Yes. Teachers with continuing contract status in another district are eligible for continuing contract status in a different district following one acceptable year of service.	W. Va. Code Ann. § 18A-2-2
Wisconsin	Yes. Teachers who have attained permanent status in another district must serve a two-year probationary period and be awarded a contract for a third year in a new district before earning permanent status.	Wis. Stat. Ann. § 118.23
Wyoming	Yes. Teachers who have attained continuing contract status in another district must serve a two-year probationary period and be awarded a contract for a third year in a new district before earning continuing contract status.	Wyo. Stat. Ann. § 21-7-102