

Reserve Employment of Professional Personnel

The purpose of this policy is to provide for the employment of prospective employable professional personnel with certification in areas of critical need and shortage as permitted, described and regulated in § 18A-2-3(7) of the West Virginia School Laws.

The increasing shortage of fully certified and highly qualified teachers in some disciplines requires the Tyler County Board of Education to be proactive in locating and identifying viable certified and highly qualified teachers to fill existing vacancies in areas of critical need and shortage as defined below.

To address the identified area(s) of critical need and shortage and provide certified teachers as necessary, the Tyler County Board of Education recognizes the need to actively recruit teachers at job fairs. The Tyler County Board of Education has determined that there presently exists within Tyler County, West Virginia, a shortage of certified teachers constituting a critical need for teachers with certification in the following areas:

Physics	Biological Science, 9-Adult	Chemistry
Reading	Language Arts	Music
Elementary Education	Social Studies	Art
Driver's Education	Physical Education	Health
Library Sciences	Business Education	Speech
Foreign Languages	Vocational Education	Preschool
General Sciences	Special Education (All Areas)	
Mathematics	Home Economics	
Industrial Arts	Technical Education	
Alternative Education	Preschool Special Needs	

The specific requirements of §18A-2-3 are:

(d)(1) Notwithstanding any other provision of this code to the contrary, each year a county superintendent may employ prospective employable professional personnel on a reserve list at the county level subject to the following conditions:

- (A) The county board adopts a policy to address areas of critical need and shortage as identified by the state board. The policy shall include authorization to employ prospective employable professional personnel;
 - (B) The county board posts a notice of the areas of critical need and shortage in the county in a conspicuous place in each school for at least ten working days; and
 - (C) There are not any potentially qualified applicants available and willing to fill the position.
- (2) Prospective employable professional personnel may only be employed from candidates at a job fair who have or will graduate from college in the current school

year or whose employment contract with a county board has or will be terminated due to a reduction in force in the current fiscal year.

- (3) Prospective employable professional personnel are limited to three full-time prospective employable professional personnel per one hundred professional personnel employed in a county or twenty-five full-time prospective employable professional personnel in a county, whichever is less.
- (4) Prospective employable professional personnel shall be granted benefits at a cost to the county board and as a condition of the employment contract as approved by the county board.
- (5) Regular employment status for prospective employable professional personnel may be obtained only in accordance with the provisions of section seven-a [§ 18A-4-7a], article four of this chapter.
- (e) The state board annually shall review the status of employing personnel under the provisions of subsection (d) of this section and annually shall report to the Legislative Oversight Commission on Education Accountability on or before the first day of November of each year. The report shall include, but not be limited to, the following:
 - (A) The counties that participated in the program;
 - (B) The number of personnel hired;
 - (C) The teaching fields in which personnel were hired;
 - (D) The venue from which personnel were employed;
 - (E) The place of residency of the individual hired; and
 - (F) The state board's recommendations on the prospective employable professional personnel program.”¹

This policy will be reviewed and revised at least annually between its activation date and June 30, 2019.

REFERENCE: West Virginia Code 18A-2-3
DATE: 11/19/18, 4/07/15, 8/31/09, 3/16/09