

Random Selection for Seniority for Professional Employees Policy

1.0 Scope:

This policy establishes a process to determine seniority for professional employees with the same seniority date.

2.0 Purpose:

This policy establishes the procedure to determine a professional employee's seniority qualification for the purposes of: reduction in force, recall, transfer, and grade level realignment within a school.

3.0 Implementation:

If two or more employees with the same certification establish an identical seniority date as a result of initial employment as a regular teacher on or after July 1, 2019, the priority between these employees shall be determined by random selection. The board shall conduct the random selection within 30 days of the time the employees establish identical seniority dates. As long as the affected employees hold the identical seniority date within a certification, the random selection shall be permanent for the duration of employment by the board.

- 3.1** Teachers with the same certification hired by the board with the identical seniority date shall participate in a random drawing to establish a permanent seniority date with the county.
- 3.2** The drawing shall happen within 30 days of the establishment of identical seniority.
- 3.3** The teachers shall be invited in writing to the random drawing. Date, time, and location will be indicated in the notice.
- 3.4** The teacher will not be required to attend the drawing and may send a representative with written proxy rights to participate in the teacher's place.
- 3.5** The drawing shall be held by the superintendent or designated representative with one other central office assistant superintendent/director/coordinator serving as a witness.
- 3.6** Teachers will sign in if in attendance at the drawing.
- 3.7** Names will be placed on individual slips of paper and blindly drawn. The first name selected shall be the most senior, the second name the next senior, and so

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forth until all names with the same seniority dates and qualifications have been drawn.

3.8 The superintendent (or designee) and witness shall sign and date the seniority roster. Teachers (or proxies) in attendance will also sign indicating the witnessing of the drawing.

4.0 Authority:

WV Code 18A-4-7a(h) . Employment, promotion, and transfer of professional personnel; qualifications.

Source: Board Minutes

Adopted: 11/12/19

Revised:

Notes: This policy needs to be used in conjunction with the Qualifications Policy