

Qualifications for Professional Employees

1.0 Scope:

This policy establishes a process to determine qualifications for professional employees.

2.0 Purpose:

This policy defines and establishes what will be considered to determine a professional employee's qualifications for the purposes of: reduction in force, recall, transfer, and grade level realignment within a school.

3.0 Implementation:

Decisions on reduction in force, recall, transfer, and grade level realignment within a school, shall be based on qualifications as set forth in this county board policy. The word "qualifications" means the qualifications set forth to determine which employee is more highly qualified. This set of criteria does not constitute qualifications being considered for hiring of employees. The following criteria will be considered in order to determine the least qualified employee:

- 3.1** The least qualified person shall be personnel whose previous two consecutive years' performance evaluation conducted pursuant to 18A-2-12 or 18A-3C-2 is less than satisfactory,
- 3.2** Personnel who are working on a temporary permit, and then,
- 3.3** Personnel who are less senior.

Authority:

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

Source: Board Minutes

Adopted: 11/12/19

Revised: