

KANAWHA COUNTY BOARD OF EDUCATION POLICY

Prospective Employable Professional Personnel

Series: G71

Reference: W. Va. Code §18A-2-3; WV Board of Education Policy 5103

Issued: 02.16.2006

Revised:

Revision Number:

71.01 Purpose. In an effort to improve the recruitment of qualified teachers in areas of critical need and shortage, the Kanawha County Board of Education has determined that it would be appropriate to hire prospective employable professional personnel, in accordance with the requirements of West Virginia Code §18A-2-3 and West Virginia Board of Education Policy 5103.

71.02 Definition: Prospective employable professional personnel means certified professional educators who: (1) have been recruited on a reserve list of a county board; (2) have been recruited at a job fair or as a result of a contact made at the job fair; (3) have not obtained regular employee status through the job posting process provided in W.Va. Code §§18A-4-7a; and (4) will or have earned a baccalaureate degree from an accredited institution of higher education within the past year. Prospective employable professional personnel may also include current certified professional educators whose employment contract with the Board has or will be terminated due to a reduction in force in the current fiscal year.

71.03 Critical need: The Board finds that there exists a critical need and shortage of certified professional educators in the following areas: Math, Science, English, Foreign Language and Special Education. Additional areas may be identified as needed by the Superintendent. A notice of areas of critical need and shortage shall be posted in a conspicuous place in each school for at least ten working days.

71.04 Authorization: The Board hereby authorizes the Superintendent to hire prospective employable professional personnel on a reserve list, provided there are no potentially qualified applicants available and willing to fill positions in identified areas of critical need. The maximum number of prospective employable professional personnel per year shall be twenty five. Prospective employable professional personnel will not be eligible for placement in a permanent position until the vacancy has been posted and filled in accordance with state laws governing employment of professional personnel.

71.05 Contract: Prospective employable professional personnel shall execute a contract outlining the terms and conditions of employment. (See Exhibit A) Upon the employee's placement in a permanent

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position, the employee shall execute a standard teacher's probationary contract of employment.

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**PROSPECTIVE EMPLOYABLE PROFESSIONAL
PERSONNEL CONTRACT OF EMPLOYMENT**

THIS CONTRACT OF EMPLOYMENT is made this _____ day of _____, 200__, by and between the Board of Education of the County of Kanawha, State of West Virginia (hereinafter called the "Board"), and _____ of (address) _____, Social Security Number _____ hereinafter called the "Teacher."

This is a probationary contract of employment for school year _____ made pursuant to WV Code 18A-2-3 which provides for the employment of prospective employable professional personnel by a West Virginia county board of education.

WHEREAS the Board has identified a critical need to employ qualified professional personnel in curricular areas where a shortage of qualified teachers currently exists, and

WHEREAS the Teacher does now or will by the beginning of the next instructional term possess the necessary qualifications, including certification by the West Virginia Board of Education, to teach in an identified critical need area.

This contract is subject to the following mutually agreed upon terms and conditions:

(A) The Teacher will be employed for one school year for an annual employment term of 200 days, beginning on the first day of the 200 day employment term for teachers as identified by the Board.

(B) The rate of pay per annum shall be _____ in accordance with the Board's salary schedule.

(C) The Teacher will be eligible for all benefits on the same terms as other regular employees, including PEIA health and life insurance,

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dental/vision and disability insurance, personal/sick leave, and holiday pay.

(D) The Teacher shall initially be assigned to a reserve list, pending a permanent placement made in accordance with state laws governing posting of vacancies and employment of professional personnel. If no permanent placement has been made by the first day of the employment term, the Teacher will work in available temporary assignments until permanently placed.

(E) This contract is expressly contingent upon the Teacher meeting all employment requirements prior to the first day of the employment term, including completion of a teacher education degree where applicable, valid certification, standard content area tests, criminal record and reference checks, tuberculin skin test, and all other criteria required for regular employees. Failure to meet any applicable requirements shall render this contract null and void.

WITNESS the following signatures:

Education

President, Kanawha County Board of

Education

Secretary, Kanawha County Board of

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Teacher Signature

TEACHER'S OATH

State of West Virginia, County of Kanawha to-wit:

I do solemnly swear or affirm that I will support the Constitution of the United States and the Constitution of the State of West Virginia, that I will honestly demean myself in the teaching profession and that I will to the best of my ability execute my position of teacher.

Teacher Signature

Taken, subscribed and sworn to before the undersigned notary public in said county and state this _____ day of _____, 200__.

My commission expires:

Notary Public