

CHAPTER: PERSONNEL

**TITLE: EMPLOYMENT OF CLASSROOM TEACHERS WHEN PERMANENTLY EMPLOYED
INSTRUCTIONAL PERSONNEL APPLY**

If one or more permanently employed instructional personnel apply for a classroom teaching position and meet the standards set forth in the job posting, the Board shall make decisions affecting the filling of such positions on the basis of the following criteria.

1. Appropriate certification and/or licensure.
2. Total amount of teaching experience.
3. The existence of teaching experience in the required certification area.
4. Degree level in the required certification area.
5. Specialized training directly related to the performance of the job as stated in the job description.
6. Receiving an overall rating of satisfactory in evaluations over the previous two years.
7. Seniority.

Consideration shall be given to each criterion with each criterion being given equal weight. However, the applicant with the most county seniority will be selected if two applicants have equal scores.

REFERENCE: WVC 18A-4-7a

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