

**REDUCTION-IN-FORCE AND TRANSFER
DEFINING QUALIFICATION FOR PROFESSIONAL PERSONNEL**

McDowell County Schools shall conduct all personnel reductions-in-force and transfers in accordance with the relevant provisions of the West Virginia Code, as amended.

For purposes of a reduction in force of professional personnel, pursuant to the requirements of West Virginia Code §18A-4-7a, when the Board of Education is required to consider qualifications of employees, the following definitions will be applied.

1. For purposes of reductions in force of professional positions of employment, all decisions shall be based upon seniority, certification or licensure, and past performance evaluations.
2. For purposes of reductions in elementary school positions pursuant to West Virginia Code §18A-4-7a(s), the employee to be transferred out of the school as "least qualified" shall be determined first by consideration of personnel whose last performance evaluation conducted pursuant to W. VA. Code §18A-2-12 or §18A-3C-2 is less than satisfactory. After this consideration, the following factors will define qualifications:
 - Seniority;
 - Appropriate certification, licensure, or both;
 - Past performance evaluations conducted pursuant to W. VA. Code §18A-2-12 and §18A-3C-2 or, in the case of a classroom teacher, past evaluations of the applicant's performance in the teaching profession.

When professional personnel who have been reduced in force and placed upon preferred recall are being recalled to employment in open positions for which they are qualified, employees shall be recalled (in instances where no other regular employees apply) on the basis of qualifications as defined in this policy.

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