

HIRING OF PROFESSIONAL PERSONNEL

The Board of Education shall make decisions affecting the hiring of professional personnel other than classroom teachers (including administrators and non-teaching professionals) and the hiring of new classroom teachers on the basis of the applicant with the highest qualifications. The first set of criteria contained in West Virginia Code § 18A-4-7a shall be used when hiring non-teaching professional personnel and when all applicants for a teaching position are either new to Monroe County or are substitute teachers. The criteria to be considered are the following, and the Board has the discretion to determine the weight to be applied to each factor:

- Appropriate certification and or licensure
- Amount of experience relevant to the position, or the amount of teaching experience in the subject area
- The amount of course work and/or degree level in the relevant field and degree level generally
- Academic achievement
- Relevant specialized training
- Past performance evaluations conducted pursuant to §18A-2-12
- Other measures of indicators upon which the relative qualifications of the applicant may be fairly judged.

If one or more permanently employed instructional personnel (currently employed by Monroe County Schools) apply for a classroom teaching position and meet the standards set forth in the job posting, the Board shall make the decision affecting the filling of such position on the basis of the most qualified applicant. Should the process determine that the applicants' qualifications are equal; the final criterion shall be applied as a tie-breaker. The criteria for determining qualifications for such positions, as contained in the "second set" of factors in § 18A-4-7a, are as follows, and each criterion shall be given equal weight:

- Appropriate certification and or licensure;
- Total amount of teaching experience;
- The existence of teaching experience in the required certification area;
- Degree level in the required certification area;
- Specialized training directly related to the performance of the job as stated in the job description;
- An overall satisfactory rating on evaluations in the previous two evaluations conducted pursuant to §18A-2-12; and
- Seniority.