

**REDUCTION IN FORCE
LATERAL PROFESSIONAL POSITIONS**

Pursuant to the provisions of West Virginia Code § 18A-4-7a, when a board of education must reduce the number of administrative employees, an administrator subject to release shall be employed in any other professional position where such administrator is certified and was previously employed or to any lateral area for which such employee is certified and/or licensed, if such administrator's seniority is greater than the seniority of any other employee in that area of certification and/or licensure. The Board has given consideration to the rank of each administrative position in terms of title, nature of responsibilities, salary level, certification and/or licensure and days in the period of employment in defining which positions shall be lateral positions. The following positions shall be lateral for purposes of any reduction in force of professional positions other than classroom teachers:

1. A chief school business official is only lateral to himself/herself.
2. Administrative assistant can transfer to a director position (if he/she is qualified for the specific director's position) or a principal or assistant principal position if s/he has prior experience as a principal/assistant principal and required certification.
3. A director is lateral to other director positions if s/he is qualified for the specific director's position. A director may displace a principal or assistant principal if s/he has prior experience as a principal/assistant principal and required certification.
4. A director without an administrative certificate is only lateral to himself/herself. A coordinator is only lateral to himself/herself.
5. Psychologist is lateral to another psychologist.
6. Employment as an elementary principal shall be deemed an area of lateral employment to principals and assistant principals of elementary schools. In the event of a reduction in the number of elementary principals, any principal subject to release shall be entitled to displace an elementary school principal or elementary assistant principal with less administrative seniority in inverse order of seniority.

7. Employment as a middle school principal shall be deemed an area of lateral employment to principals or assistant principals of either elementary schools or middle schools. In the event of a reduction in the number of middle school principals, any principal subject to release shall be entitled to displace an elementary or middle school principal or assistant principal with less administrative seniority in inverse order of seniority.

§ Employment as a high school principal shall be deemed an area of lateral employment to high school principals, middle school principals, and assistant principals of high schools and middle schools. In the event of a reduction in the number of high school principals, any principal subject to release shall be entitled to displace a high school or middle school principal or assistant principal with less administrative seniority in inverse order of seniority.

9. Employment as an elementary assistant principal shall be deemed an area of lateral employment to elementary school assistant principals. In the event of a reduction in the number of elementary assistant principals, any assistant principal subject to release may displace an elementary school assistant principal with less administrative seniority in inverse order of seniority.

10. Employment as a middle school assistant principal shall be deemed an area of lateral employment to assistant principals in elementary or middle schools. In the event of a reduction in the number of middle school assistant principals, any assistant principal subject to release may displace an elementary or middle school assistant principal with less seniority, in inverse order of seniority.

11. Employment as a high school assistant principal shall be deemed an area of lateral employment to high school assistant principals and middle school assistant principals. In the event of a reduction in the number of high school assistant principals, the assistant principal subject to release may displace a high school assistant or middle school assistant principal with less administrative seniority, in inverse order of seniority.

Amended and newly adopted by Board Action: April 9, 2013