

SUBSTITUTES IN AREAS OF CRITICAL NEED AND SHORTAGE

Purpose

The purpose of this policy, as recommended by the Superintendent, is to provide for the employment of retired teachers as substitutes on an expanded basis in areas of critical need and shortage.

The Board of Education hereby adopts the definition of “area of critical need and shortage” set forth in West Virginia Code 18A-2-3 as follows: “Area of critical need and shortage for substitute teachers” means an area of certification and training in which the number of available substitute teachers in the District who hold certification and training in that area who are not retired is insufficient to meet the projected need for substitute teachers. Teacher or substitute teacher includes speech pathologists and school nurses. Guidance counselors cannot be designated as areas of critical need and shortage.

The Board additionally finds and determines that:

A. There presently exists within Hampshire County a critical need for substitute teachers in the area of:

1. Language Arts
2. Business Education
3. Special Education
4. Mathematics
5. Pre-School Special Needs
6. Speech Language Pathology
7. Music
8. Foreign Languages
9. Elementary Education
10. Art
11. Reading Specialist (added on February 4, 2019)

B. and that, there is also a shortage of available certified substitute teachers, who are not retired, available to cover these areas of critical need.

Accordingly, the Board hereby authorizes the employment of retired teachers as substitute teachers during the 2018-2019 school year on an expanded basis in those areas of critical need and shortage noted on the first page as is recommended by the Superintendent. In no case shall a retired teacher be employed where there is available for employment another teacher holding certification and training in the area of need who is not retired and who will accept the substitute assignment.

This policy shall be effective upon approval by the West Virginia State Board of Education for the 2018-2019 year only, subject to annual review by the Board and re-approval by the West Virginia State Board of Education.

Prior to employment of a retired teacher as a critical needs substitute teacher beyond the post-retirement employment limitations established by the Consolidated Public Retirement Board ("Retirement Board"), the Superintendent shall submit to the West Virginia Board of Education in a form approved by the Retirement Board and West Virginia Board of Education, an affidavit signed by the Superintendent stating the name of the district, the fact that the district has adopted a policy to employ retired teachers as substitutes to address areas of critical need and shortage, the name or names of the person or persons to be employed as a critical needs substitute pursuant to the policy, the critical need and shortage area position filled by each person, the date that the person gave notice to the District of the person's intent to retire and the effective date of the person's retirement. Upon verification of compliance with West Virginia Code 18A-2-3 and the eligibility of the critical needs substitute teacher for employment beyond the post-retirement limit, the West Virginia Board of Education shall submit the affidavit to the Retirement Board.

The Board shall cooperate with the West Virginia Board of Education to verify the district's compliance with the requirements of West Virginia Code §18A-2-3 and verify the eligibility of the critical needs substitute teacher (i.e., adoption of local policy, prior electronic posting of position opening, retirement date effective at least twenty (20) days prior to school term, continuous and on-going posting seeking fully certified non-retired teacher and absence of a non-retired teacher who holds certification and training in the required area).

When a retired teacher is employed as a substitute to fill a vacant position, the Board shall continue to post the vacant position until it is filled with a regularly employed teacher who is fully certified or permitted for the position.

The district Superintendent shall forward a copy of this policy annually to the State Superintendent of Schools for approval by the West Virginia State Board of

Education prior to employment of retired teachers on an expanded basis as substitutes in areas of critical need and shortage.

When a retired teacher is employed as a critical needs substitute to fill a vacant position, the position vacancy shall be posted electronically and easily accessible to prospective employees as determined by the state board.

Every contract of employment for such retired teachers to be employed for periods beyond the post-retirement employment limitation established by the consolidated public retirement board shall include therein the following information:

Any person who retires and begins work as a substitute teacher within the same employment term shall lose those retirement benefits attributed to the annuity reserve, effective from the first day of employment as a retiree critical needs substitute teacher in that fiscal year and ending with the month following the date the retiree ceases to perform service as a critical needs substitute teacher.

Retired teachers employed to perform expanded substitute service provided in this policy, are considered day-to-day, temporary, part-time employees. The substitutes are not eligible for additional pension or other benefits paid to regularly employed employees and shall not accrue seniority.

A retired teacher is eligible to be employed as a critical needs substitute to fill a vacant position without any loss of retirement benefits attributed to the annuity reserve only if the retired teacher's retirement became effective before the first day of July preceding the fiscal year during which he or she is employed as a critical needs substitute.

The West Virginia Code that authorizes this policy is scheduled to expire June 30, 2020, unless extended by the legislature.

ADOPTED: February 4, 2019

"The superintendent is authorized to amend this policy without further board action specifically as it pertains to adding categories of critical need and shortage should such categories emerge during the school year."