

HUMAN RESOURCE**LATERAL REDUCTION IN FORCE - PROFESSIONAL PERSONNEL**

Pursuant to West Virginia Legislative Code 18A-4-7a(1), "In adopting the policy, the board shall give consideration to the rank of each position in terms of title; nature of responsibilities; salary level; certification, licensure or both; and days in the period of employment" and other applicable statutes and policies. Furthermore, 18A-4-7a(k)(3) states, "An employee subject to release shall be employed in any other professional position where the employee is certified and was previously employed or to any lateral area for which the employee is certified, licensed or both, if the employee's seniority is greater than the seniority of any other employee in the area of certification, licensure or both." The following positions shall be lateral for purposes of any reduction in force of professional positions:

CENTRAL OFFICE PROFESSIONAL ADMINISTRATOR

- Other Central Office Professional Administrators
- Principal
- Assistant Principal
- Classroom Teacher (includes Guidance Counselor)

PRINCIPAL

- Other Principals (in grades of certification)
- Central Office Professional Administrator (only if previously employed as a Central Office Administrator)
- Assistant Principal
- Classroom Teacher (includes Guidance Counselor)

ASSISTANT PRINCIPAL

- Other Assistant Principals (in grades of certification)
- Principal (only if previously employed as a Principal)
- Central Office Professional Administrator (only if previously employed as a Central Office Professional Administrator)
- Classroom Teacher (includes Guidance Counselor)

TEACHER

- Classroom Teacher (includes Guidance Counselor)

GUIDANCE COUNSELOR

- Other Guidance Counselor
- Classroom Teacher

Assignment to a lateral position as outlined in 18A-4-7a will be made on the basis of seniority, West Virginia certification/licensure and ability to meet the qualifications of the job description for the position.

When an employee is reassigned in a lateral position following a reduction in force, the employee shall accept the salary and yearly work schedule of the position to which assigned.

REGULATION REVISED: June 9, 2014

REGULATION REVISED: March 29, 2005

REGULATION ADOPTED: October 25, 1993

OHIO COUNTY BOARD OF EDUCATION