

**HUMAN RESOURCE****CRITICAL NEED/SHORTAGE - SUBSTITUTE TEACHERS**

Prior to the employment of such substitute teacher beyond the post-retirement limitations established by the WV Consolidated Public Retirement Board, the superintendent shall submit to the consolidated public retirement board, on a form approved by retirement board, an affidavit, signed by the superintendent stating the name of the county, the fact that county has adopted a policy to employ retired teachers as substitutes to address areas of critical need and shortage and the name or names of the person or persons to be employed pursuant to this policy.

Retired teachers employed as critical need/shortage area substitutes 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.

When a retired teacher is employed as a substitute in a vacant position, Ohio County Schools shall continue to post the vacant position until it is filled with a regularly employed teacher.

Any person who retires and begins work as a substitute teacher under WV Code 18A-2-3(c) and this policy, 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 substitute in such employment term and ending the month following the date the retiree ceases to perform services as a substitute.

This policy and regulation are in effect beginning with the 2006-2007 school year only and are subject to annual renewal by the Ohio County Board of Education.

**REGULATON REVIEWED:** June 9, 2014

**REGULATON REVISED:** September 9, 2008

**REGULATION ADOPTED:** July 26, 2005

**OHIO COUNTY BOARD OF EDUCATION**