

8006 – Salary Schedules and Other Compensation

1. Purpose

- 1.1.** This policy provides effective direction for Upshur County Schools to configure salary schedules and other compensation for employees of the Upshur County Board of Education.

2. Responsibility

- 2.1.** The superintendent shall ensure this policy is followed and that any deviation of said policy will be brought before the Upshur County Board of Education. At that time this policy will be revised, or the proposal will be rejected. It is also the responsibility of the superintendent, with the involvement of other constituents of the Upshur County Schools, to develop guidelines that ensure the effective implementation of policy and to be as fair and equitable as the policy constitutes.

3. Professional Salaries

- 3.1.** The Upshur County Board of Education shall pay professional employees in accordance with West Virginia Code §18-A-4-1, §18A-4-1a, §18A-4-2, §18A-4-3, §18A-4-4, §18A-4-5, §18A-4-5a, §18A-5-2, and 18A-4-7, and shall pay supplements as approved and modified by the board.

3.1.1. Teachers' Salary Schedule

- 3.1.1.1.** See West Virginia Code §18A-4-2

3.1.1.2. Maximum Teacher-Pupil Ratio (§18-5-18a)

- 3.1.1.2.1.** Any kindergarten teacher who has more than 20 pupils per session and any classroom teacher of grades 4 to 6 who has more than 25 pupils shall be paid additional compensation based on the affected classroom teacher's average daily salary divided by 20 for kindergarten teachers or 25 for teachers of grades 4 to 6 for every day times the number of additional pupils enrolled up to the maximum pupils.
- 3.1.1.2.2.** The maximum teacher-pupil ratio (§18-5-18A) provides that a teacher in grades one through three shall not be assigned any pupils above the maximum allowed of 25.

3.1.2. Salary Schedule for Principals, Assistant Principals and Supervisors/Directors

3.1.2.1. Principals

3.1.2.1.1. All principals' county supplement shall be figured on the basis of the number of teachers supervised according to the following scale:

PRINCIPALS' MONTHLY SUPPLEMENT	
Number of Teachers	Amount
2	\$60.13
3	72.15
4	84.83
5	99.78
6	114.08
7	126.75
8	138.78
9	152.10
10	164.78
11	177.45
12	189.80
13	202.15
14	215.47
15	228.15
16	231.73
17	235.30
18	238.55
19	242.45
20	246.03

NOTE: *The principal will be paid, in addition to the above salary, a supplement at the rate of \$3.00 per month for each teacher in excess of 20 as well as a flat rate of ~~\$100.00~~ \$300 per month.

3.1.2.1.2. In addition, principals shall receive a supplement computed as follows:

3.1.2.1.2.1. Multiply the basic salary for teachers in accordance with the classification of certification and of training of said principal by the appropriate percentage rate according to West Virginia Code §18-A-4-3.

- 3.1.2.1.2.2. Elementary principals' salaries shall be based on certification, salary classification, experience, and an employment term of 220 days beginning three weeks prior to the beginning of the school term and ending one week after the end of the ten-month school term, Saturdays and Sundays excepted.
- 3.1.2.1.2.3. Middle school and high school principals' salary schedule is based on certification, salary classification, and experience. **Additionally, Middle School and High School Principals receive \$6,000 and \$10,000 for an employment term of 240 days.** Employment terms, beginning and ending dates, shall be approved by the superintendent and duly approved by the board, Saturdays and Sundays ~~excepted~~ **exempted**.
- 3.1.2.1.2.4. Principals receive no paid vacation.

3.1.2.2. Assistant Principals

- 3.1.2.2.1. Assistant principals' salaries in the middle school and high school shall be based on certification, salary classification, and experience. Additionally, assistant principals receive \$350 **\$450** per month for an employment term of 225 days.
- 3.1.2.2.2. Elementary Assistant Principals' salaries shall be based on certification, salary classification and experience. Additionally, elementary assistant principals receive ~~\$250~~ **\$350** per month for an employment term of 220 days.
- 3.1.2.2.3. Employment terms shall begin three weeks before the **ten-month** school calendar and end two weeks after the **ten-month** school calendar unless otherwise recommended by the superintendent to the board and duly approved.
- 3.1.2.2.4. Assistant Principal Supplements will be determined in the following manner: Multiply the basic salary for teachers in accordance with the classification of certification and of training of said assistant principal by the appropriate percentage rate according to West Virginia Code §18-A-4-3.
- 3.1.2.2.5. Assistant Principals receive no paid vacation.

3.1.2.3. Directors and Supervisors

- 3.1.2.3.1. Director and Supervisor salaries shall be based on certification, salary classification and experience. Directors and Supervisors are paid on the basis of either a 220- or 240-day schedule. These factors are incorporated in the salary index.
- 3.1.2.3.2. The salary index for Directors and Supervisors is outlined in Section 4 of this policy.
- 3.1.2.3.3. Directors and supervisors who are employed for 220 days shall begin two weeks before the ten-month school calendar and end two weeks after. Those who are employed for 240 days may take their out of contract/calendar days at a time mutually satisfactory to themselves and the supervisors **and Superintendent**.
- 3.1.2.3.4. Directors and supervisors receive no paid vacation.

4. Upshur County Salary Index/Schedule and Supplemental Salaries

DIRECTORS AND SUPERVISORS	
CENTRAL OFFICE	
Secondary Curriculum Director 240 days at regular daily rate 1.451 1.5 Index x 10-month salary	Elementary Curriculum Supervisor of General Instruction/Title I Director 240 days at regular daily rate 1.451 1.5 Index x 10-month salary
Wellness and Child Nutrition Director 240 days at regular daily rate 1.451 1.5 Index x 10-month salary	Transportation and Attendance Director 240 days at regular daily rate 1.451 1.5 Index x 10-month salary
Special Education Director 240 days at regular daily rate 1.451 1.5 Index x 10-month salary	Technology Director 240 days at regular daily rate 1.451 Index x 10-month salary
Safety and Emergency Preparedness Director 240 days at regular daily rate 1.5 Index x 10-month salary	Facilities Director 240 days at regular daily rate 1.5 Index x 10-month salary

PRINCIPALS and ASSISTANT PRINCIPALS	
High School Principal 240 days at regular daily rate	Assistant Principals, High School 225 days at regular daily rate
Middle School Principal 240 days at regular daily rate	Assistant Principals, Middle School 225 days at regular daily rate
Elementary Principal 220 days at regular daily rate	Assistant Elementary Principal(s) 220 days at regular rate

GUIDANCE SCHOOL COUNSELORS	
B-UHS Guidance School Counselors 212 days at regular daily rate	B-UMS Guidance School Counselors 210 days at regular daily rate
Elementary Counselors 200 days at regular daily rate	Social/Emotional Counselor 212 days at regular daily rate

LIBRARIANS/MEDIA SPECIALISTS	
B-UHS Librarian/Media Specialist 205 200 days at regular daily rate	B-UMS Librarian/Media Specialist 205 days at regular daily rate

CO-CURRICULAR MUSIC POSITIONS	
B-UHS Band Director Annual supplement of \$9775	B-UMS Band Director Annual supplement of \$5,598 \$6,000
B-UHS Choral Director Annual supplement of \$3,000 \$6,000	B-UMS Choral Director Annual supplement of \$977 \$3,000
Strings Instructor: B-UHS and B-UMS Annual supplement of \$5,126	B-UHS Band Majorette Advisor \$1,250 \$1,650 for the season
B-UHS Flags Team Advisor Annual supplement of \$1,650	

COACHING POSITIONS: Extracurricular	
Buckhannon-Upshur High School	
Athletic Director 225 Day Contract \$4,000 Supplement	Strength Coach 3x 1ea for Fall, Winter, Spring \$1,500 Supplement
Athletic Trainer: football \$5,000 \$5,500 for the season	Head Softball Coach * \$2,750 \$3,500 for the season
Head Football Coach * \$5,000 \$6,000 for the season	Assistant Softball Coach * \$1,750 \$2,200 for the season
Assistant Football Coaches (4 Positions) * \$3,500 \$4,000 for the season	Head Wrestling Coach * \$2,500 \$3,500 for the season
Head Basketball Coach * Men's or Women's \$3,000 \$4,000 for the season	Assistant Wrestling Coach * \$1,500 \$2,200 for the season
Assistant Basketball Coach * Men's or Women's \$2,000 \$2,500 for the season	Head Cross Country Coach * Men's and Women's (Combined) \$1,750 \$2,500 for the season
Freshman Head Basketball Coach * Men's or Women's as needed \$1,750 \$2,000 for the season	Assistant Cross-Country Coach* Men's and Women's (Combined) \$1,250 \$1,500 for the season
Head Soccer Coach * Men's or Women's 3,750 \$3,800 for the season	Head Track Coach* Men's or and Women's \$2,250 \$3,500 for the season

Assistant Soccer Coach * Men's or Women's \$2,500 for the season	Assistant Track Coach * (4 positions) Men's or Women's \$1,500 \$2,200 for the season
Head Baseball Coach * \$2,750 \$3,500 for theseason	Head Tennis Coach * Men's and Women's (Combined) \$1,500 \$2,500 for the season
Assistant Baseball Coach * \$1,750 \$2,200 for the season	Assistant Tennis Coach * Men's and Women's (Combined) \$1,000 \$1,500 for the season
Head Swim Team Coach * \$1,500 \$2,500 for the season	Head Volleyball Coach * \$2,500 \$3,500 for the season
Assistant Swim Team Coach * \$1,000 \$1,500 for the season	Assistant Volleyball Coach * \$1,500 \$2,200 for the season
Lacrosse Teams Coach* \$1,650 for the season	Dance Team Advisor* \$1,650 for the season
Lacrosse Assistant Teams Coach* \$1,000 for the season	
Golf Coach * \$1,500 \$2,000 for the season	Head Cheerleading Coach * \$3,750 \$4,500 annual supplement
E-Sports Coach* \$3,000 for the season	Assistant Cheerleading Coach * \$2,000 \$3,000 annual supplement
* These positions are also paid a \$50 experience increment per year up to 20 years. Only professional staff in paid posted positions by Board of Education may receive increments. Increments apply only to experience in middle school, high school or post- high school in particular position posted.	

COACHING POSITIONS: Extracurricular	
Buckhannon-Upshur Middle School	
Athletic Director 225 Day Contract \$6,000 \$4,000 Supplement	Head Track Coach * Men's or Women's \$1,250 \$2,000 for the season
Athletic Trainer \$4,000 \$4,500 for the season	Assistant Track Coach * (4 positions) Men's or Women's \$750 \$1,250 for the season
Head Football Coach * \$2,750 \$4,000 for the season	Head Cheerleading Coach * \$1,250 \$2,500 for the season
Assistant Football Coach (One Two positions) * \$2,250 \$3,000 for the season	Assistant Cheerleading Coach* \$750 \$1,500 for the season
Head Basketball Coach * Men's or Women's \$1,750 \$2,000 for the season	Head Cross- Country Coach* Men's and Women's (Combined) \$1,250 \$1,500 for the season
Assistant Basketball Coach * Men's or Women's \$1,250 \$1,500 for the season	Assistant Cross-Country Coach * Men's and Women's (Combined) \$750 \$1,000 for the season
Head Soccer Coach * Men's or Women's \$1,250 \$1,500 for the season	Head Women's Softball Coach * \$1,250 \$1,500 for the season
Assistant Soccer Coach * Men's or Women's \$750 \$1,000 for the season	Assistant Women's Softball Coach * \$750 \$1,000 for the season
Head Volleyball Coach * \$1,250 \$1,500 for the season	Wrestling Coach * \$1,250 \$1,500 for the season
Assistant Volleyball Coach * \$750 \$1,000 for the season	Assistant Wrestling Coach * \$750 \$1,000 for the season
* These positions are also paid a \$50 experience increment per year up to 20 years. Only professional staff in paid posted positions by Board of Education may receive increments. Increments apply only to experience in middle school, high school or post high school in particular position posted.	

EXTRACURRICULAR POSITIONS	
Buckhannon-Upshur High School	
FBLA Advisor \$400 per year	FFA Advisor \$400 per year
Student Council Advisor \$750 \$1,000 per year	Freshman Class Advisor \$300 per year
Assistant Student Council Advisor \$375 \$500 per year	Sophomore Class Advisor \$300 per year
Head Math Team Coach \$750 per year	Junior Class Advisor \$500 per year
Assistant Math Team Coach \$400 per year	Senior Class Advisor \$750 \$1,500 per year
National Honor Society Advisor \$400 per year	Assistant Senior Class Advisor \$500 \$750 per year
Vocational Agriculture Advisor 230 days at regular rate \$400 per year	Pro Start Advisor \$400 per year
Virtual School Coordinator \$3,000 per year	Newspaper Advisor \$500 per year
Computer Support Technicians (2 Positions) \$2,000 per year	Yearbook Advisor \$800 per year
Department Chairpersons (8 Positions) — Art, Business/Vocational, Science, Language Arts/English, Health/PE/Safety, Science, Social Studies, & Special Education \$1,000 per year	SAT Leaders (9 th , 10 th , 11 th , & 12 th) \$1,000 each per year

EXTRACURRICULAR POSITIONS	
Buckhannon-Upshur Middle School	
Student Council Advisor \$500 per year	Co-Math Team/Math Count Coach \$400 per year
Assistant Student Council Advisor \$250 per year	SAT Leaders (3) \$1,000 per year
Yearbook Advisor \$500 per year	Computer Support Technicians (2) \$2,000 per year

EXTRACURRICULAR POSITIONS	
Elementary Schools	
SAT Leaders (1 each, except 2 for BAES) \$1,000 per year	Computer Support Technicians (1 each, except 2 for BAES) \$2,000 per year

PROFESSIONAL SUPPORT PERSONNEL	
Central Office	
School Psychologist (2 1 Positions) 220 205 days at regular daily rate \$1,500 annual supplement	Special Education Coordinator (2 Positions) 220 days at regular daily rate \$1,500 annual supplement
Technology Specialist (3 positions) 240 days at regular daily rate \$1,000 annual supplement	Virtual Learning Coordinator 240 days at regular daily rate \$1,000 annual supplement
Administrative Assistant to the Superintendent 240 days at regular daily rate \$1,000 annual supplement	Manager of Teacher Certification and Licensure 240 days at regular daily rate \$1,000 annual supplement
Transportation Supervisor 240 days at regular daily rate \$1,000 annual supplement	Finance (3 positions) 240 days at regular daily rate \$1,000 annual supplement

SERVICE PERSONNEL	
Central Office	
Supervisor of Transportation 240 days at regular daily rate for the Classification plus an annual supplement of \$15,120	Secretary to the Superintendent 240 days \$2,000 annual supplement

5. Substitute Teacher Pay

5.1. In accordance with §18A-4-7 of the School Laws of West Virginia, pay for substitute teachers will be as follows:

- 5.1.1. 1 to 10 consecutive instructional days in the same position – 80% of the basic salary paid to teachers.
- 5.1.2. 10 to 30 instructional days in the same position – 80% of the daily rate of the state advanced salary including teaching experience without the county supplement.

- 5.1.3. 31 or more instructional days in the same position – daily rate of the advanced salary including teaching experience and including county supplement. Equity and \$60 per month for teachers with at least 20 years of experience are included in this step.

6. Compensation for Teachers Covering Classes During Planning Periods

6.1. Purpose

- 6.1.1. The purpose of this policy is to provide for payment of teachers who cover classes during their planning periods to be compensated for that period of time at his or her prorated daily rate.
- 6.1.2. This policy provides for teachers who forfeit their planning periods to cover classes to be compensated according to West Virginia Code and Level IV grievance decisions.
- 6.1.3. Procedures
- 6.1.3.1. When all available substitutes have been utilized, teachers shall be given the option of waiving the right to a duty-free planning period as provided in West Virginia Code 18A-4-14.
- 6.1.3.2. Each teacher who chooses to participate in the waiver process must sign a statement to that effect. Teachers may sign the waiver and be added to the list at any time. Each teacher has the right to keep his/her planning period on any particular day without being removed from the waiver list.
- 6.1.3.3. A list of teachers who have accepted this agreement shall remain with each principal.
- 6.1.3.4. A time sheet for each participating teacher shall be maintained in the school office and submitted to the county office at the end of the school month in which the coverage occurred.
- 6.1.3.5. In an emergency situation as defined in the McCabe, Britton v. Kanawha County Board of Education grievance decision, a principal may assign any teacher to cover a class. Principals must document that substitutes were not available, that no administrators were available, and that no central office personnel were available before assigning a teacher who has not agreed in writing to waive his or her planning period.
- 6.1.3.6. This policy does not apply to teachers who cover classes for other teachers, as a favor, for short periods of time when absences are not recorded.
- 6.1.3.7. Substitutes are not entitled to a planning period until after serving three consecutive days in the same position. Consequently, substitutes shall not be paid for covering a class in another teacher's absence until after the third consecutive day of substituting in the same position.
- 6.1.3.8. Volunteering to cover a class is not prohibited by this policy.

7. National Board for Professional Teaching Standards Certification Salary Bonus Program

7.1. The purpose of this policy is to recognize and reward public school classroom teachers as defined in West Virginia Code §18A-4-1 who achieve certification through the NBPTS and to create a bonus of \$2,500 to those classroom teachers who complete this rigorous program. This bonus is in addition to the bonus provided by the Legislature.

7.1.1. Effective July 1, 2002, a classroom teacher who achieves NBPTS Certification shall be granted an annual salary bonus of \$2,500 for the life of the certificate, up to ten years, providing he/she submits the appropriate documentation that the teacher has achieved NBPTS Certification. Payments will be made in equal monthly installments. The bonus will be prorated based upon the day of issuance.

7.1.2. Classroom teachers who renew their NBPTS Certification shall continue to receive the salary bonus of \$2,500 providing he/she submits the appropriate documentation that the teacher has renewed their NBPTS Certification.

8. Service Personnel Salaries

8.1. Scope

8.1.1. The Upshur County Board of Education shall pay service personnel in accordance with WV Code §18A-4-8 and §18A-4-5b and shall pay supplements as may be approved and/or modified by the Board.

8.2. Service Personnel Salary Schedule/Class Titles/Pay Grades

8.2.1. See West Virginia Code §18A-4-8a.

8.2.2. The county service personnel salary schedule includes a \$12 per month supplement for high school diploma or GED (Deduct \$12 per month if no high school diploma or its equivalent).

8.2.3. Employees who have earned 12, 24, 36, 48, 60, 72, 84, 96, 108, or 120 college hours or comparable credit earned at an accredited trade or vocational school will receive additional compensation upon providing a transcript from the college or trade or vocational school. An additional \$11 per month will be given for each 12 hours earned up to 120 hours. Employees will also receive \$40 per month for an associate, bachelor's, master's, or doctorate degree and \$11 per month for each of the following BA+15, MA+15, MA+30, MA+45, or MA+60.

8.3. Overtime/Compensatory Time for Service Personnel

8.3.1. Overtime shall be recorded on the appropriate forms when an employee is authorized by the superintendent or his/her designee to work more than the regularly scheduled times.

8.3.2. When employees in school are asked to work and more than one person is employed in a classification, the employees must be called to work on a rotating basis by seniority.

9. Pay for Performance of Specialized Health Services (§18-5-22)

- 9.1. Any school employee, teacher, or aide who elects or is required to undergo training or retraining to provide specialized health procedures such as catheterization, suctioning, or tracheostomy, naso-gastro tube feeding, or gastrostomy tube feeding shall receive additional pay according to §18-5-22 of the West Virginia Code, providing they are performing these services to students with these identified needs.

10. Jury Duty and Being Subpoenaed as a Witness

- 10.1. An employee selected for jury duty shall be paid the difference between that allowed for such jury service and amount of salary due the person for such period of time. Any employee of the Upshur County Board of Education who is subpoenaed as a witness, but not as a defendant, in any criminal proceeding in any court of law may make such appearance without loss of pay. The board will pay such employee the difference between the witness fee, exclusive of travel allowance payable for such an appearance by the court, and the amount of salary due the person for the time he/she is absent from employment by reason of answering such subpoena.

11. Travel Allowance

- 11.1. The Upshur County Board of Education shall reimburse employees for travel mileage at a rate equal to that set by the West Virginia Department of Education and for lodging and meals at reasonable rates when these expenses are incurred in the performance of their duties and require travel outside the county. Prior authorization by the Superintendent for these expenditures is required via use of employee leave forms provided for this purpose. Requests for reimbursement will be filed using the appropriate forms to provide the necessary documentation.

12. Use of Federal Funds for Tuition Assistance and Employment of Highly Qualified Teachers

12.1. Purpose:

- 12.1.1. Upshur County Schools supports the No Child Left Behind mandate for highly qualified teachers and understands the positive impact of having a highly qualified teacher for every student. In an effort to ensure the children of Upshur County are taught by highly qualified teachers, Upshur County Schools utilizes federal funds, when appropriate to recruit, retrain and retain fully certified and highly qualified teachers. The No Child Left Behind Legislation permits local education agencies to assist teachers to become Highly Qualified.

12.2. Definitions:

12.2.1. Highly Qualified (HQ) Teacher means that the teacher:

- 12.2.1.1. Has obtained full State certification, as outlined in West Virginia Code §18A-3-2a, as a teacher or who has passed the State teacher licensing examination and holds a license to teach in the State, and does not have certification or licensure requirements waived on an emergency, temporary, or provisional basis;
- 12.2.1.2. Holds a minimum of a bachelor's degree, and
- 12.2.1.3. Has demonstrated subject-matter competency in each of the academic subjects in which the teacher teaches, in a manner determined by the State and in compliance with Section 9101(23) of ESEA.

12.3. Use of Federal Funding for Recruitment, Retraining and Retention of Highly Qualified Teachers:

- 12.3.1. Upshur County Schools, based upon the availability of federal funds, may assist in the payment of college/university tuition for instructional personnel, regular employees who currently possess a professional teaching certificate, who qualify to receive such benefits under federal guidelines.
- 12.3.2. Substitute teachers and instructional aides are not eligible for tuition reimbursement.

~~12.4. Use of Title I Funds:~~

- ~~12.4.1. Teachers working within a Title I school-wide program are eligible for tuition reimbursement through Title I funds.~~
- ~~12.4.2. In order to receive tuition reimbursement through Title I, eligible teachers must be seeking reimbursement for coursework leading to highly qualified status in the core content areas of reading and/or math. Teachers must already possess elementary certification (K-6, K-8, etc...).~~
- ~~12.4.3. Dependent upon available funding, reimbursement will be granted to an individual for a total of twelve (12) semester hours per fiscal year, provided the individual continues to be employed by Upshur County in a school that receives Title I funding.~~
- ~~12.4.4. To be eligible for tuition reimbursement using Title I funds, an individual must have the following:~~
 - ~~12.4.4.1. An approved "Education Plan Application". This form shall be completed prior to enrolling in an approved program.~~
 - ~~12.4.4.2. The "Out of Funds" letter received from the West Virginia Department of Education for tuition reimbursement.~~
 - ~~12.4.4.3. A transcript of applicable course(s) with a minimum grade point average of 3.00 for the applicable course(s).~~
 - ~~12.4.4.4. A receipt reflecting a zero balance for tuition and fees. (Reimbursements will not exceed the amounts charged by State operated colleges and universities).~~
 - ~~12.4.4.5. It is the applicant's responsibility to adhere to all timelines and complete all required documentation for tuition reimbursement under Title I.~~
- ~~12.4.5. Teachers working in schools that do not receive Title I funds are not eligible for tuition reimbursement through Title I.~~

~~12.5. Use of Title II Funds:~~

- ~~12.5.1. Title II funds may be utilized to target the county's need for highly qualified teachers.~~
- ~~12.5.2. Title II funds may be used to reimburse teachers for coursework leading to highly qualified status in a core subject area. Core subject areas include civics and government, economics, English, foreign language, history, mathematics, reading/language arts, sciences, special education certification, dance, music, theatre, visual art, advanced certificates (i.e. National Board for Professional Teaching Standards).~~
- ~~12.5.3. Financial assistance for tuition may be provided only for those areas that are identified in section 12.5.2. Dependent upon available funding, reimbursement will be granted to the individual for a total of twelve (12) semester hours per fiscal year, provided the individual continues to be employed by Upshur County Schools in the area of critical need.~~
- ~~12.5.4. To be eligible for tuition reimbursement using Title II funds, an individual must have the following:~~
 - ~~12.5.4.1. A completed application for tuition reimbursement. This form shall be completed prior to enrolling in an approved program.~~
 - ~~12.5.4.2. The "Out of Funds" letter received from the West Virginia Department of Education for tuition reimbursement.~~
 - ~~12.5.4.3. A Certified transcript of applicable course(s) with a minimum grade point average of 3.00 for the applicable course(s).~~
 - ~~12.5.4.4. A receipt reflecting a zero balance for tuition and fees. (Reimbursements will not exceed the amounts charged by State operated colleges and universities).~~
 - ~~12.5.4.5. It is the applicant's responsibility to adhere to all timelines and complete all required documentation for tuition reimbursement under Title II.~~
- ~~12.5.5. Reimbursement will be provided on a first come first serve basis for those individuals who have followed Upshur County Schools' procedures in situations where funding is limited.~~

13. Authority

Legal Reference: West Virginia Code: §18A-3-31, §18A-4-1, §18A-4-1a, §18A-4-2, §18A-4-3, §18A-4-4, §18A-4-5, §18A-4-5a, §18A-5-2, 18A-4-7, 18A-4-14; Colins v. Wayne County Board of Education; Hardman v. Kanawha County Board of Education; Smith v. Lincoln County Board of Education; and Taylor v. Kanawha County Board of Education.

WVDE Policy 5202; PL 107-110, No Child Left Behind Act.

14. Adoption: 6/26/75

Revised: 1/13/15, 1/14/14, 9/10/13, 3/14/06, 2/28/06, 1/10/06, 2/22/05, 2/8/05, 9/28/04, 7/1/03, 6/11/02, 5/28/02, 1/8/02, 2/27/01, 12/12/00, 7/12/00, 6/13/00, 9/28/99