

HIRING CRITERIA ACCORDING TO STATE LAW (WV Code 18A-4-7a)

1. Appropriate certification, licensure or both;
2. Amount of experience relevant to the position or, in the case of a classroom teaching position, the amount of teaching experience in the required certification area;
3. The amount of course work, degree level or both in the relevant field and degree level generally;
4. Academic achievement;
5. In the case of a classroom teaching position or the position of principal, certification by the National Board for Professional Teaching Standards;
6. Specialized training relevant to the performance of the duties of the job;
7. Past performance evaluations conducted pursuant to section twelve, article two of this chapter and section two, article three-c of this chapter or, in the case of a classroom teacher, past evaluations of the applicant's performance in the teaching profession;
8. Seniority;
9. Other measures or indicators upon which the relative qualifications of the applicant may fairly be judged;
10. In the case of a classroom teaching position, the recommendation of the principal of the school at which the applicant will be performing a majority of his or her duties; and
11. In the case of a classroom teaching position, the recommendation, if any, resulting from the process established pursuant to the provisions of section five, article five-a, chapter eighteen of this code by the faculty senate of the school at which the employee will be performing a majority of his or her duties.

***A county board is entitled to determine the weight to apply to each of the criterion, except for when one or more currently employed teachers in the county with the appropriate certification apply for a classroom teaching position, all applicants with the appropriate certification are evaluated using equal weight for factors 1 through 9 and double weight for factors 10 and 11.*



What's at stake?

HIRING CRITERIA

Many years ago, a superintendent or board could hire any applicant for a job vacancy, even if a more experienced or credentialed person applied.

Thanks to the efforts of union members and leaders, hiring criteria were added to WV Code 18A throughout the years and been strengthened to provide a more objective process for job selection.

Why is this relevant now? Many of our younger members don't remember the fight for rights like objective hiring criteria. After the past few years of legislative attacks on public education, it's

more critical than ever to know exactly just how far we've come and unfortunately, the rights and benefits we stand to lose. We can't forget that rights won in the past can be taken away in the future.

That's why it's more important than ever to stand together as professionals and fight for our rights and what's best for our students. A strong union starts with strong membership.

**Join AFT-WV now-
we are stronger when we are
together.
Become a member at www.aftwv.org.**

