



West Virginia Department of Education

**Employment of Substitute Teachers
and Retired Teachers as Substitutes
in Areas of Critical Need and
Shortage**

W. Va. Code §18A-2-3(c)(6)



Annual Report 2013-2014

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The county superintendent, subject to approval of the county board, may employ and assign substitute teachers to any of the following duties: (1) To fill the temporary absence of any teacher or an unexpired school term made vacant by resignation, death, suspension or dismissal; (2) to fill a teaching position of a regular teacher on leave of absence; and (3) to perform the instructional services of any teacher who is authorized by law to be absent from class without loss of pay, providing the absence is approved by the board of education in accordance with the law. The substitute shall be a duly certified teacher. The county board must adopt a policy recommended by the superintendent to address areas of critical need and shortage. The policy shall:

- set forth the areas of critical need and shortage in the county in accordance with the definition of area of critical need and shortage set forth in §18A-2-3(c)(6);
- provide for the employment of retired teachers as substitute teachers during the school year on an expanded basis in areas of critical need and shortage as provided in §18A-2-3(c)(6);
- provide for the employment of retired teachers as substitute teachers during the school year on an expanded basis in areas of critical need and shortage as provided in §18A-2-3(c)(6);
- provide that a retired teacher may be employed as a substitute teacher in an area of critical need and shortage on an expanded basis as provided in this subsection only when no other teacher who holds certification and training in the area and who is not retired is available and accepts the substitute assignment;
- be effective for one school year only and is subject to annual renewal by the county board;
- be approved by the State Board.

Prior to employment of a substitute teacher beyond the post-retirement employment limitations established by the consolidated public retirement board, the superintendent of the affected county submits to the Consolidated Public Retirement Board, in a form approved by the retirement board, an affidavit signed by the superintendent stating the name of the county, the fact that the 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 the policy.

For the academic year 2013-2014, all counties were surveyed as to the use of this provision. During the 2013-14 year, the following 47 counties adopted county policies to address areas of critical need and shortage:

Barbour	Gilmer	Lewis	Monroe	Tyler
Berkeley	Grant	Lincoln	Morgan	Webster
Boone	Greenbrier	Logan	Nicholas	Wetzel
Braxton	Hampshire	Marshall	Pendleton	Wirt
Brooke	Hancock	Mason	Pocahontas	Wood
Cabell	Hardy	McDowell	Preston	Wyoming
Calhoun	Harrison	Mercer	Putnam	
Clay	Jackson	Mineral	Randolph	
Doddridge	Jefferson	Mingo	Ritchie	
Fayette	Kanawha	Monongalia	Summers	

The following represents the number of retired teachers, by critical need and shortage area position filled and by county, who were employed beyond the post-retirement employment limit established by the Consolidated Public Retirement Board:

County	Number of Positions Filled with Retired Educators	Shortage Area Position
Berkeley	2	Special Education (LD)
	1	Special Education (MM)
	1	Science
	1	Title I Reading
	1	English as a Second Language (ESL)
	1	Spanish
Cabell	2	SPED – LD/BD/MI
	1	Math
	2	Developmental Reading
	1	English/Spanish

Fayette	1	Elementary Education
	4	Math
	1	Reading
	1	SPED
Greenbrier	30	Business Education (6-12) General Science (9-12) Health/Physical Education (K-12) Reading Specialist (K-12) Biology (9-12) Autism (K-12) Special Education (K-12) JROTC (9-12) English (9-12) Gifted (K-12) Driver Education
Hardy	1	English as a Second Language (ESL)
	1	Gifted
	1	SPED (Multi-Cat)
	2	Pre-School Special Needs
	1	Spanish
	1	English Language Arts
	1	Librarian
Harrison	1	Math
	2	SPED
	1	Technology Education
	1	Driver Education
Kanawha	3	Reading/Math
	1	English
	2	Science
	6	Elementary Education
	5	SPED (Multi-Categorical)
	1	Alternative Learning

Lincoln	4	Elementary Education
	1	Special Education
	1	Reading Specialist
McDowell	1	Chemistry/General Science
	3	SPED (Multi-Categorical)
	1	Family & Consumer Sciences
	1	Librarian/Distance Learning Facilitator
	1	Physical Education
	1	Art
	1	Music
	2	Math
	6	Elementary Education
Mercer	1	Administration
	1	Library Media
	1	Math
	4	SPED (Multi Categorical)
	1	Computer Science
Mingo	4	English (Middle School)
	1	Elementary Education
	1	Art
	1	SPED (Elementary)
Morgan	0	Long Term Substitute (extended absences)
Putnam	1	English Language Arts
	1	SPED (MI)
Summers	1	SPED (Multi-Categorical)
Wayne	1	English
Wetzel	0	Half-time positions (do not affect retirement)
Wood	1	Family & Consumer Science
	1	SPED (Multi-Categorical K-5)
	2	English Language Arts
	1	Advanced Communications

Wyoming	1	Math
	1	SPED (Multi-Categorical)
	1	Title 1 Reading
	1	Science
STATE TOTAL	136	

Based on the 18 counties that utilized this option for 2013-2014, 136 positions were filled by fully certified, highly qualified candidates. The WV Board of Education recommends the continued use of this provision in order that counties continue to have the ability to employ retired teachers to fill critical needs areas.