

WEST VIRGINIA LEGISLATURE

2024 REGULAR SESSION

Introduced

House Bill 4903

By Delegates E. Pritt, W. Clark, Chiarelli, Ross,
Hornby, and Toney

[Introduced January 18, 2024; Referred to the
Committee on Education]

19 current school year and will commence employment in the next ensuing school year;

20 (5) When necessary to facilitate the employment of prospective teachers and other
21 professional personnel who have not yet attained certification, the contract may be signed upon
22 the condition that the certificate is issued to the employee prior to the beginning of the employment
23 term in which the employee enters upon his or her duties;

24 (6) The number of prospective teachers and other professional personnel employed is
25 limited to the number required to fill the critical need positions posted in accordance with
26 subdivision (2) of this subsection;

27 (7) For the purpose of recruiting teachers and other professional personnel in critical needs
28 areas and to attract teachers and other professional personnel in a critical need areas, the county
29 board may from local funds pay prospective teachers and other professional personnel a one-time
30 financial incentive such as, but not limited to, a signing bonus or moving expenses, after a contract
31 of employment has been signed;

32 (8) The prospective teachers and other professional personnel are initially employed on a
33 reserve list at the county level and placed into a school-specific critical need position if the job has
34 been posted at least once resulting in no qualified applicants; and

35 (9) Regular employment status for prospective teachers and other professional personnel
36 may be obtained only upon recommendation by the superintendent and approval by the county
37 board following consideration of the qualifications of the candidate in accordance with the
38 applicable provisions of §18A-4-7a of this code;

39 (b) Nothing in this section prevents a county board from filling a posted vacancy in an
40 established, existing or newly created position at any time in accordance with the other provisions
41 of this chapter.

42 (c) For the purposes of this section, a "critical vacancy" shall be defined as "a position that
43 the institution must fill in order to maintain student success, safety, and to successfully meet
44 required compliance and certification standards."

45 (d) Where there is a "critical vacancy," as it is defined in this section, board staff who are
46 certified in the subject area of a critical vacancy shall be required to go to the classroom and fill that
47 position until someone is hired to do so.

NOTE: The purpose of this bill is to define a critical vacancy and require board staff certified in the subject matters where there are vacancies to act as substitutes in those position until someone is hired to fill that position.

Strike-throughs indicate language that would be stricken from a heading or the present law and underscoring indicates new language that would be added.