

## C. PERSONNEL

**REALIGNMENT OF STAFF - PROFESSIONAL PERSONNEL**

It has been the practice of Raleigh County Schools to treat the regular education program and the special services programs as separate groups for the purposes of **initiating changes in staffing patterns at individual locations**. The purpose of this policy is to formally state this practice as an administrative policy and to further clarify the procedure to be followed in staff realignments.

In the event that it becomes necessary in any given school for any given school year to reduce the number of teachers in a given program, the following stipulations apply:

1. Because of the certification requirements for Remedial Reading and Math teachers in the Title I program, this program shall be considered whole and of itself AND separate from the regular education program and in particular, the K-6 program in an elementary school.
2. Because of the certification requirements for the various special education exceptionalities, this program shall be considered whole and of itself AND separate from the regular education program and in particular, the K-6 program in an elementary school.

Under these stipulations, when it becomes necessary to reduce the number of classroom teachers in an elementary school with any grade configuration including grades kindergarten through sixth, in compliance with West Virginia Code, Section 18A-4-7a, such determination of the least senior teacher, K-6, shall be confined to the regular education program. Any remedial program or special education program shall not be included in the reconfiguration process, as these programs are separate and require separate certification(s).

Such consideration with regard to the special programs shall also apply in any secondary school if such a RIF circumstance occurs.

Such consideration with regard to special programs **ONLY** applies in determining the least senior person for purposes of **reconfiguration**. Once such determinations are made, final placements of the displaced persons could be in any program – regular or special – for which such person is appropriately certified. Terminations shall be made in compliance with West Virginia Code, Section 18A-4-7a.

Source: West Virginia Code, Section 18A-4-7a

Approved: November 12, 2002