

Policy 5000, Procedures for Designated Hiring and Transfer of School Personnel
Comment Log: June 14, 2013 to July 15, 2013
Beginning & Ending Date of Comment Period

	<u>Action</u>	<u>Type</u>
N:	No Response	- Negative
NA:	Not Accepted	+ Positive
A:	Accepted	o Neutral

DATE	INDIVIDUAL ORGANIZATION	COMMENTS	ACTION/ TYPE	RATIONALE
§126-126-1 General				
06-14	Cheryl Judy Teacher Boone County Schools Madison WV	In theory, this action is great but I wonder how many administrators will find loopholes and abuse the law. I don't worry too much about the principal at my school but I do know others that will probably try. For instance, how is the Faculty Senate Committee members to be chosen? What is the criteria for them to be selected? Will the principal be able to select the members themselves? If so, some administrators will only select their 'yes' people. We all know that this happens in all businesses but it is not fair nor ethical. There are just too many 'what ifs' that the rules do not address.	NA/-	The selection process is outlined in Policy 5000. The committee members are chosen by vote of the full Faculty Senate.
06-14	tony nichols Craigsville WV	Like the flexibility given to principals to pick a quality team Make prevent under performing or poor performing teachers from gaining employment in schools. I think that is a good thing.	N/+	
06-14	Donna Yanego Teacher Marion County Teacher Fairmont WV	Your changes are just providing opportunities for nepotism and prejudice.	NA/-	The Faculty Senate members who will participate in making hiring recommendations are chosen by vote of the full Faculty Senate. Thus, a Faculty Senate can choose representatives who are trusted and ethical.

06-14	Kristen Weekley-Cooley Teacher Hite-Saunders Huntington WV	I am very concerned about this. I feel teachers that have had the experience should be given a job based on seniority. I feel that there will be a lot of "good ole' boy politics with the passage of this legislation. It needs to be changed as soon as possible.	NA/-	The Faculty Senate members who will participate in making hiring recommendations are chosen by vote of the full Faculty Senate. Thus, a Faculty Senate can choose representatives who are trusted and ethical. Seniority can be considered when making a hiring recommendation.
06-15	Donna Abel teacher Lizemore Elem. School Clay WV	This probably isn't in the right section to comment - but...Although this is a long-needed and detailed, well-thought out policy, the provision about "IF the principal and superintendent agree with the faculty senate's recommendation", hiring will take place - is meaningless. It seems to be paying only lip-service to the idea of teacher input into the hiring of staff at our schools. There is nothing herein to prevent administration from never agreeing on faculty recommendations, disregarding such and still hiring based on the current practices of favoritism and nepotism. There needs to be something a little more binding, making our input likely to be taken more seriously, rather than just throwing the dog a bone.....	NA/+and-	If the principal and the Faculty Senate participants do not agree, then the position will be filled by applying the list of factors set forth in W. V. Code §18A-4-7a.
06-16	Dan Comer Athletic Director Spring Mills High School Berkeley County Martinsburg WV	Policy 5000 will potentially provide the necessary measures that building principals need in order to build strong, viable faculties. I have had the unique opportunity to witness the hiring process first hand over the last eight months. On more than one occasion, a candidate that was hands down the better person for a position, lost out due to seniority. Often, in the PROFESSIONAL world, the best candidate is hired regardless of years experience. Education in WV has had a seniority policy in place and the best candidate doesn't always get the job. Policy 5000 is a breath of fresh air for the improvement of education in West Virginia.	N/+	
06-17	Patty Blake Counselor Putnam County Schools Poca WV	I am very concerned about this policy. It appears to enable the "good old boy" system to continue legally and without check. This does not guarantee that the most qualified person gets the job. Instead it looks like the most popular person gets the job. What is to stop a Principal/Faculty	NA/-	The Faculty Senate members who will participate in making hiring recommendations are chosen by vote of the full Faculty Senate.

Senate from recommending former alumni, neighbors, friends? How do you propose to avoid discrimination based on race, color, gender, sexual identity, religion? If you think that discrimination is gone, I disagree.

Thus, a Faculty Senate can choose representatives who are trusted and ethical. Seniority can be considered when making a hiring recommendation. Principals and Faculty Senate representatives will receive training before participating in the recommendation process.

Without a matrix to go by, favoritism may be used in determining employees. Also, when a hiring is not agreed on, who has a final say, the superintendent, principal, or faculty senate? When and how will interviews be conducted? After school with the faculty senate interviewing each applicant as a group? Which would definitely be intimidating? If not, how will senate members determine each of the applicants understanding of the person or persons being interviewed, intent, philosophy, and understanding of subject area content knowledge, implementation and attitude toward the position that's open for hiring? Will there be a summary provided by the principal to the faculty or will the superintendent interview each job applicant for understanding of each one before he makes a final decision if necessary? More discussion and info needed for this process to move forward.

If the principal and the Faculty Senate participants do not agree, then the position will be filled by applying the list of factors set forth in W. V. Code §18A-4-7a. The selection process and direction about conducting interviews is discussed in Policy 5000 Faculty Senate representatives will receive training before participating in the recommendation process.

06-17 David Shaw
Teacher
Raleigh county schools
Beckley Wv

NA/-

06-17 Michael Funkhouser
Core Curriculum Coach
Hardy County Schools
Wardensville WV

N/+

06-17 Dr. Clarence Harvey, Jr.
member
School Board
Morgantown WV

N/+

06-18 Bob Allen
Teacher

My concern is that it will become a political process, even more than it is now. Potential teachers will petition faculty senate members to curry

NA/-

The Faculty Senate members who will participate in making hiring

	Tyler Consolidated High School MIDDLEBOURNE West	favor. It may become a process of not what you know, but whom you know. I suspect this happens to a certain degree now with administrators. I see no way to prevent prospective teacher candidates from doing so.		recommendations are chosen by vote of the full Faculty Senate. Thus, a Faculty Senate can choose representatives who are trusted and ethical. Principals and Faculty Senate representatives will receive training before participating in the recommendation process.
06-19	Dorothy Nichols Attendance Director Doddridge Co. Schools West Union WV	It's long overdue to have the faculty senate involved in the hiring process. But, not all faculty senates are run the way they were meant to be run. The teachers need to be in control, not the principal.	NA/o	The Faculty Senate members who will participate in making hiring recommendations are chosen by vote of the full Faculty Senate. The principal and the Faculty Senate have the option to deliberate and make recommendations separately.
06-19	Dee Hendrick clerk Fayetteville wv	The overall premise of this policy sounds very good. I think it is critical for more than one person to make decisions, such as hiring, for a whole school. An possible candidate for a job always puts on the best smile and the best answers when meeting with the principal. I personally, think that you can be given more of a "view" into a person's character when that person is meeting with a team of people and the team comes up with questions themselves.	N/+	
06-26	Marsha Lockhart Iaeger WV	Unless we offer more incentives and some job security, we will never attract or keep teachers here in McDowell County. There is too much testing and too much paperwork. Teachers are retiring because the workload is getting unbearable. We take tons of work home and still never get it all done.	N/o	
06-27	Stacia 1st grade teacher AFT WV Marion County Fairmont WV	Need more training.	NA/-	Principals and Faculty Senate representatives will receive training before participating in the recommendation process.

06-27	Denise Shipley Behavior Specialist Central Office Marion County Schools and AFT Member Rivesville WV	The bill is good in "theory" but staff is not being well trained for carry-through.	NA/-	Principals and Faculty Senate representatives will receive training before participating in the recommendation process.
06-27	Cindy Strahin Teacher Preston County Schools Arthurdale WV	What if our faculty senate is not fair when making hiring recommendations?	NA/-	The Faculty Senate members who will participate in making hiring recommendations are chosen by vote of the full Faculty Senate. The principal and the Faculty Senate have the option to deliberate and make recommendations separately. Principals and Faculty Senate representatives will receive training before participating in the recommendation process.
06-27	Rose Saunders Secretary AFT Marion County Local # 6209 Fairmont WV	Setting forth a hiring criteria is good...to have teachers part of the hiring system	N/+	
06-27	Angie Turkelson Teacher Conner Street Elementary Hurricane WV	I am excited to give teachers a voice in the hiring process. I do feel teachers have insight that is valuable to selecting the best candidate for the job. However, I have many concerns with this draft and the implications it has on hiring.	N/-	
06-27	Crystal Lindsey teacher AFT Rivesville WV	This is suppose to allow teachers more input with the hiring process but the problem is that nothing was really explained to teachers about the training that needs to be done prior to being able to help in the hiring process. The new policy comes into affect on July 1 and no one is ready to proceed with this policy. There needs to be an injuction so that this can be	NA/-	Principals and Faculty Senate representatives will receive training before participating in the recommendation process.

		implimaented properly.		
06-27	Carolyn Allen teacher AFT Charleston wv	No Comment	N/o	
06-27	travis roton teacher aft- wood parkersburg wv	this is a good idea and I like that it is going to give some of the power of new hires to the teachers, but I think this sill open up for people to hire who they want and not the most qualified.	NA/+ and -	The Faculty Senate members who will participate in making hiring recommendations are chosen by vote of the full Faculty Senate. The principal and the Faculty Senate have the option to deliberate and make recommendations separately. Principals and Faculty Senate representatives will receive training before participating in the recommendation process.
06-27	Adam Young Summersville WV	There must be more time to complete all tasks in Policy 5000 as required by law. There are some provisions in the policy that are in contradiction to what is specifically stated. There also needs to be less ambiguity in terms of countless provisions of the policy.	NA/-	Policy 5000 was developed and reviewed by a variety of stakeholders and is in compliance with SB 359.
06-27	Andy Bird Educator Hurricane WV	I do appreciate faculty senates being given the opportunity to take a role in the hiring process for their educational communities.	N/+	
07-03	Mike Kelley President WVASSP Charleston WV	The policy is generally good as is. Please do not make any significant changes. The legislative intent is to provide teachers and principals flexibility to hire the best teacher for the job. Stay true to that.	N/+	
07-09	Eileen Poling County-wide teacher of gifted Tucker County Schools	The timing of this is awful. Nothing is made available until most teachers are already out of school. Due to rushing to have the policy completed, there is an overlap of the policy when the actions of the policy are to be used and two more weeks of comments have to be made available. All of	NA/-	Policy 5000 was developed and reviewed by a variety of stakeholders over a period of time to receive their respective input

	Parsons WV	this could have been accomplished much earlier than it was.		prior to passage. Principals and Faculty Senate representatives will receive training before participating in the recommendation process and Faculty senates can begin making recommendations when they believe that they are ready and choose their own process. Further, SB 359 requires that the new hiring laws be implemented as of July 1.
07-11	Susan Grady Director of Personnel Services Mineral County Schools Keyser WV	This hiring practices outlined in the policy will eventually be beneficial. We would not have had as many concerns if the effective date had been October 1. This would have given all role players ample opportunity to devise and implement the policy.	NA/-	
07-15	James Poling teacher NA Montrose WV	LEAVE the current regulations that we have been using for the past 10-15 years alone. You are trying to fix something that does not need to be fixed!	NA/-	SB 359 requires that the new hiring laws be implemented as of July 1.
§126-110-2 Purpose				
06-14	Donna Yanego Teacher Marion County Teacher Fairmont WV	Your changes are just providing opportunities for nepotism and prejudice.	NA/-	The Faculty Senate members who will participate in making hiring recommendations are chosen by vote of the full Faculty Senate. Thus, a Faculty Senate can choose representatives who are trusted and ethical.
06-17	Patty Blake Counselor Putnam County Schools Poca WV	I understand the purpose of this policy but I strongly disagree with the implementation as it stands. Of course, we want the most qualified teacher. How does this recognize seniority? There are teachers who have been teaching for decades who do not want to change but there are also teachers who have been teaching for decades who continue to grow and improve professionally.	NA/-	The Faculty Senate members who will participate in making hiring recommendations are chosen by vote of the full Faculty Senate. Thus, a Faculty Senate can choose representatives who are trusted and ethical. Seniority can be considered when making a hiring

				recommendation. Principals and Faculty Senate representatives will receive training before participating in the recommendation process.
06-17	David Shaw Teacher Raleigh county schools Beckley Wv	Same as above.	NA/-	Same as above.
06-26	Marsha Lockhart Iaeger WV	I understand the principal needs to be able to have some input into the teachers they want at their school, but they have so much on them now. I don't know when they will find the time. I think all the hiring should be done in the spring and summer not wait until late August. We hear that we have to wait and see if the students show up or not. I know it's all a funding issue.	NA/-	Policy 5000 and SB359 contain a provision which will allow teachers and other staff to be transferred to meet pupil teacher ration needs after the start of the school year. This should help beginning of the year staffing issues.
06-27	Denise Shipley Behavior Specialist Central Office Marion County Schools and AFT Member Rivesville WV	I am in aggeance that teachers need a voice in the hiring criteria.	N/+	
06-27	Rose Saunders Secretary AFT Marion County Local # 6209 Fairmont WV	Same as above	N/+	Same as above
06-27	Chad Davidson teacher AFT-WV Fairmont WV	What are the measures and indicators that are part of qualifications?	NA/o	The criteria are sent forth in W. Va. Code section 18A-4-7a and in Policy 5000.

06-27	Crystal Lindsey teacher AFT Rivesville WV	To give teacher a voice in the hiring. We know better for our programmatic levels what would make a good teacher. Many left school without forming a committee and no one has the needed training to be able to on this committee.	NA/-	Training has been available to all teachers since July 1. The Policy and the SB 359 were not effective until July 1.
06-27	Carolyn Allen teacher AFT Charleston WV	No comment	N/o	

§126-110-3 Application

06-14	Donna Yanego Teacher Marion County Teacher Fairmont WV	Your changes are just providing opportunities for nepotism and prejudice.	NA/-	The Faculty Senate members who will participate in making hiring recommendations are chosen by vote of the full Faculty Senate. Thus, a Faculty Senate can choose representatives who are trusted and ethical.
06-15	Robert Sadler Teacher, Grade 5 Wood County Schools Parkersburg WV	What this legislation does is to remove the benefit of seniority, the only benefit teachers have left. Question: If the person selected by the principal AND the faculty senate proves to not be a good teacher, will the faculty senate share in the blame, or will the principal receive all the blame and subsequent problems with dealing with said person. Seniority is DEAD in West Virginia schools. Thanks a lot. Experience does mean something. Some things are only learned over time. Now, the "Good Old Boy System" is back and alive and well.		The Faculty Senate members who will participate in making hiring recommendations are chosen by vote of the full Faculty Senate. Thus, a Faculty Senate can choose representatives who are trusted and ethical. Seniority can be considered when making a hiring recommendation.
06-17	David Shaw Teacher Raleigh county schools Beckley Wv	Same as above.		Same as above.
06-17	Michael Funkhouser Core Curriculum Coach	I don't believe that my school has put this committee together meaning we would not be prepared to fill a vacancy should one arise.	NA/o	The Policy and the SB 359 were not effective until July 1.

06-21	Hardy County Schools Wardensville WV Suzy Buckland Retired teacher WVEA Oceana WV	the pr	N/o	
06-27	Rose Saunders Secretary AFT Marion County Local # 6209 Fairmont WV	Proper to fill positions	N/o	
06-27	Crystal Lindsey teacher AFT Rivesville WV	There needs to be a uniform way that each committee should function as to the hiring process. It should not be left up to each FS on how they are going to do the hiring. We need criteria.	NA/-	SB 359 and Policy 5000 set forth criteria to be considered in the hiring process.
06-27	Carolyn Allen teacher AFT Charleston wv	No comment	N/o	
07-15	Gail Boone Teacher Cabell County Schools Huntington WV	Does this refer to the transfer of all "employess" or just classroom teachers? What about the transfer/RIF of employess who are not classroom teachers to a classroom teaching position?	NA/-	Section 12 refers to all employees, not just classroom teachers. Lateral transfer policies still apply.

§126-110-4 Definitions

06-14	Donna Yanego Teacher Marion County Teacher Fairmont WV	Your changes are just providing opportunities for nepotism and prejudice.	NA/-	The Faculty Senate members who will participate in making hiring recommendations are chosen by vote of the full Faculty Senate. Thus, a Faculty Senate can choose representatives who are trusted and ethical.
-------	---	---	------	--

06-17	David Shaw Teacher Raleigh county schools Beckley Wv	Same as above.	NA/-	Same as above.
06-27	Rose Saunders Secretary AFT Marion County Local # 6209 Fairmont WV	County Boards	N/o	
06-27	Crystal Lindsey teacher AFT Rivesville WV	More clarity needs to be given on a number of the definitions. They are to vague.	NA/-	Other relevant definitions are found in ststute.
06-27	Carolyn Allen teacher AFT Charleston wv	There is no specific reference that the personnel hold a degree or certification in that specific field of work.	NA/-	All teachers must be certified in accordance with WVBE Policy5202.
07-13	Susan Lattimer Adkins Grievance Manager WV Professional Educators Huntington WV	Add Assistant Principal to definitions	NA/-	Consistent with WV Code, no separate definition is necessary.

§126-110-5 Roles and Responsibilities

06-14	Donna Yanego Teacher Marion County Teacher Fairmont WV	Your changes are just providing opportunities for nepotism and prejudice.	NA/-	The Faculty Senate members who will participate in making hiring recommendations are chosen by vote of the full Faculty Senate. Thus, a Faculty Senate can choose representatives who are trusted and ethical.
06-16	Mary Jo Jividen	Who gets the final say? As I read the policy, the school principal and	NA/-	The changes ensure that faculty

06-17	Teacher Putnam county schools Winfield Wv David Shaw Teacher Raleigh county schools Beckley Wv	school fac sen may agree on the best qualified individual, make that recommendation only to have the superintendent conduct an interview and make the hiring decision. How is this a change from current practice? Same as above.	NA/-	senates have a voice in the hiring process, including the right to interview job candidates. Same as above.
06-18	Rebecca Lilly Preschool specialist Fayette County Bd. of Ed. Oak Hill WV	I think this is a terrible recommendation for faculty senates to perform a part of the hiring process. Small towns and the people who live in them will only try to choose their favorite or their friend. Adding this responsibility to teachers is unfair. Administration should continue to handle this process.	NA/-	The Faculty Senate members who will participate in making hiring recommendations are chosen by vote of the full Faculty Senate. Thus, a Faculty Senate can choose representatives who are trusted and ethical. Further, members will complete a training module prior to making recommendations.
06-21	Ronald Bee Cantley II Director of Operations Fayette County Board of education Fayetteville WV	It would seem section 6.4 is saying that appropriate certification and licensure may be overridden by the agreement of the principal, faculty senate, and superintendent. Is that a correct understanding on my part? Section 6.5 says: "Neither principals nor faculty senates are required to assign any amount of weight to a factor in making a recommendation and may determine not to assign any weight to a factor." Yet section 6.3 says: "If one or more permanently employed personnel apply for a classroom teaching position and meet the standards set forth in the job posting, each criterion under section 6.2 shall be given equal weight except that the criteria in subdivisions 6.2j and 6.2k shall each be double weighted." Is this a contradiction?	NA/-	All teachers must be certified in accordance with WVBE Policy5202. The language in sections 6.5 and 6.3 are taken directly from statute.

06-21	Suzy Buckland Retired teacher WVEA Oceana WV	Ronald Bee Cantley II Perhaps the Boards of Education should be more responsible for the evaluations of their principals. So many complaints from Berlin McKinney are addressed very quietly to the principal and nothing is ever done to see that he's behind closed doors degrading his staff. Mysteriously, he's made aware of who is complaining and he becomes very rude and disrespectful to anyone who had made a complaint.	N/o	Evaluations are not addressed in this Policy.
06-27	Kathryn Komar teacher/member Monongalia County Schools & AFT-WV Morgantown WV	Recommendation should never be forfeited...it should always be considered and the reasons for why a principle having a conflict with W.Va. Code 18A-2-1(a)(2) should be considered.	NA/-	A faculty senate has the option of choosing not to participate.
06-27	jj teacher aft fairmont wv	In the case of a designee being appointed based on the illness or absence of the principal, then a programmatic level coordinator from the central office should be said designee.	A/+	A programmatic level coordinator will be used when available and practical.
06-27	elissa neal cabell aft vice president wv aft milton wv	based on wv code 18-a-2-1 (a) (2) , it is a conflict.	N/o	
06-27	Denise Shipley Behavior Specialist Central Office Marion County Schools and AFT Member Rivesville WV	Who is training the teachers on the training tool for the hiring criteria?	NA/o	The training module was created by the WVDE and is available to all teachers online.
06-27	Bryon Folk	Section 5.1.d:	A/+	

	Teacher AFT Morgantown WV	<p>1. In the case of a designee being appointed based on the illness or absence of the principal or assistant principal, then a programmatic level coordinator from the central office shall be said designee.</p> <p>2. In the case of a principal and/or assistant principal having conflict based on W. Va. code 18A-2-1 (a) (2), the recommendation shall be forfeited.</p>		In designated instances, a programmatic level coordinator will be used when available and practical.
06-27	Cheryl Jolley First Grade Teacher Grant County Schools Petersburg WV	Section 5.1.d --If a designee if appointed due to principal's absence, then a programmatic level coordinator from central office shall be the designee. If principal has a conflict based on WV Code 18A-2-1 (a) (2), the recommendation shall be forfeited.	A/+	<p>Rather than forfeit, a principal will be replaced with a neutral party if there is a conflict.</p> <p>In designated instances, a programmatic level coordinator will be used when available and practical.</p> <p>Rather than forfeit, a principal will be replaced with a neutral party if there is a conflict.</p>
06-27	Cindy Strahin Teacher Preston County Schools Arthurdale WV	If the principal or assistant principal is unable to submit hiring recommendations due to illness or absence then the superintendent shall assign a designee to carry out the role of the principal. There could be room for being bias.	NA/-	Utilizing the assistant principal or assigning a designee from the central office, dependent of the circumstances, will allow for as little bias as possible.
06-27	Teacher AFT-WV WV	In the case of a designee being appointed based on the illness or absence of the principal or assistant principal, then a programmatic level coordinator from the central office should be said designee.	A/+	In designated instances, a programmatic level coordinator will be used when available and practical.
06-27	Concerned Parent Morgantown WV	<p>1. In the case of a designee being appointed based on the illness or absence of the principal, then a programmatic level coordinator from the central office shall be said designee.</p> <p>2. In the case of a principal and /or assistant principal having conflict based on W. Va. Code 18A-2-1(a) (2), the recommendation shall be</p>		In designated instances, a programmatic level coordinator will be used when available and practical.

forfeited.

Rather than forfeit, a principal will be replaced with a neutral party if there is a conflict.

06-27 Rose Saunders
Secretary
AFT Marion County
Local # 6209
Fairmont WV

5.1.a This is a big tool for-Training tools be utilized for the hiring positions and should NOT be able to hire in the family or friends...as "Friends of Families".
This is not fair to others that are qualified to teach the job!

A/+

A clarification re: the Ethics Act has been placed in the policy.

06-27 Jackie Jacobs
BD Teacher K-5
Putnam County Schools
Hurricane WV

n section 5.1.d - Instead of the principal being able to assign a designee to carry out the role of the principal a programmatic level coordinator should assume that position.

A/+

In designated instances, a programmatic level coordinator will be used when available and practical.

In the case of a principal and/or assistant principal having conflict based on WV Code 18A-2-1 (a)(2), the recommendation should be forfeited.

Rather than forfeit, a principal will be replaced with a neutral party if there is a conflict.

06-27 Connie Hardway
Teacher
AFT
Cndeninle wv

1. In the case of a designee being appointed based on the illness or absence of the principal, then a programmatic level coordinator from the central office shall be designee.

A/+

In designated instances, a programmatic level coordinator will be used when available and practical.

2. In the case of a principal and/or assistant principal having conflict based on W.Va. ,Code 18A-2-1 (a) (2), the recommendation shall be forfeited.

Rather than forfeit, a principal will be replaced with a neutral party if there is a conflict.

06-27 John Park
Sir
Braxton County High
School
Glennville West

FS training should have been completed before the end of the school year as this goes into effect July 1. This still allows for administration to "hand select" a fill in for this equal weighted hiring position.

NA/-

Training has been available to all teachers since July 1. The Policy and the SB 359 were not effective until July 1.

06-27	April McConihay Teacher Putnam County Schools Winfield WV	If the Superintendent can, at his or her discretion, conduct interviews and make hiring recommendations, the recommendation of the faculty senate has no real value.	NA/-	The changes ensure that faculty senates have a voice in the hiring process, including the right to interview job candidates. The system necessarily contains checks and balances.
06-27	Carrena Rouse President of Local and English Teacher AFT Boone Local #6101 St. Albans WV	Section 5.1.d In the case of a principal and/or assistant principal having conflict based on W.Va. Code 18A-2-1 (a) (2), the recommendation shall be forfeited.	NA/-	Rather than forfeit, a principal will be replaced with a neutral party if there is a conflict.
06-27	Kristie AFT Randolph Skidmore Elkins WV	In the case of a principal and or assistant principal having conflict based on WVA Code 18A-2-1 (a) (2), the recommendation shall be forfeited.	NA/-	Rather than forfeit, a principal will be replaced with a neutral party if there is a conflict.
06-27	Jason Zyla Teacher, Secondary AFT-Wood County Parkersburg wv	I agree with the recommendations of my union,AFT-WV.	N/o	
06-27	Paula Marco elementary teacher AFT Randolph Elkins WV	In the case of a designee being appointed based on the illness or absence of the principal or asst. principal, than a programmatic level coordinator from the central office shll e said designee. In the case of a principal/asst.principal having conflict based on WV code 18A-2-1(a)(2), the recommendation shall be forfeited.	A/+	In designated instances, a programmatic level coordinator will be used when available and practical. Rather than forfeit, a principal will be replaced with a neutral party if there is a conflict.
06-27	Hannah Morris Math teacher Aft Reader WV	1. In the case of a designee being appointed based on the illness or absence of the principal or assistant principal, then a programmatic level coordinator from the central office shall be a designee. 2. In the case of a principal and assistant principal having conflict based		In designated instances, a programmatic level coordinator will be used when available and

on wva code 18A-2-1 (a) (2) the recommendation shall be forfeited.

practical.

Rather than forfeit, a principal will be replaced with a neutral party if there is a conflict.

06-27 Chad Davidson
teacher
AFT-WV
Fairmont WV

If there is a conflict with the principal and a candidate being related or friends then he should excuse himself and the recommendation should be voided

NA/-

Rather than forfeit, a principal will be replaced with a neutral party if there is a conflict.

Section 5.1.d

06-27 Michelle Liga
Teacher
AFT-Preston 6430
Kingwood WV

1. In the case of a designee being appointed based on the illness or absence of the principal or assistant principal, then a programmatic level coordinator from the central office shall be said designee.

A/+

In designated instances, a programmatic level coordinator will be used when available and practical.

2. In the case of a principal and/or assistant principal having conflict based on W.Va. Code 18A-2-1 (a) (2), the recommendation shall be forfeited.

Rather than forfeit, a principal will be replaced with a neutral party if there is a conflict.

06-27 Andrew Weekley
Teacher
AFT-WV
Fairmont WV

If there is a conflict, the recommendation should be forfeited.

NA/-

Rather than forfeit, a principal will be replaced with a neutral party if there is a conflict.

5.1.d

06-27 Rachel Bilek
Member
AFT
Huntington WV

This section states that if the principal or assistant principal is unable to perform the duties of the hiring recommendation, then the superintendent may assign a designee to carry out the duties. The superintendent should have no say in appointing someone to make the decisions in the hiring process of the school. A qualified applicant should come from the central office.

Utilizing the assistant principal or assigning a designee from the central office, dependent of the circumstances, will allow for as little bias as possible.

06-27 Angie Turkelson
Teacher

1. I feel that in the case of a designee being appointed based on the illness or absence of the principal and/or the assistant principal, then the

A/+

In designated instances, a programmatic level coordinator

	Conner Street Elementary Hurricane WV	<p>appropriate programmatic level coordinator from the central office shall be said designee. I beleive that having an appointed designee, when needed, is essential and provides consistency in the process. The designee should not be random people selected based on the job/school/location.</p> <p>2. I feel that in the case of a principal and/or assistant principal having conflict based on W.Va. Code 18A-2-1 (a) (1), the recommendation of principal shall be forfeited.</p>		<p>will be used when available and practical.</p> <p>Rather than forfeit, a principal will be replaced with a neutral party if there is a conflict.</p>
06-27	Crystal Lindsey teacher AFT Rivesville WV	<p>Lists need to be give of roles and responsibilities as a detailed explanation and defintion.</p>	NA/-	<p>Roles and responsibilities are set forth in the Policy.</p> <p>In designated instances, a programmatic level coordinator will be used when available and practical.</p>
06-27	Jan Jonese Public School Teacher Green Bank West	<p>1. In the case of a designee being appointed based on principal or assistant principal's inability to serve, then a programmatic level coordinator from the central office should be chosen as designee (not just anyone in that office of the superintendent's choosing).</p> <p>2. In the case of a principal and/or assistant principal having conflice based on W.Va. Code 18A-2-1(a)(2), the recommendation shall be forfeited.</p>	A/+	<p>Rather than forfeit, a principal will be replaced with a neutral party if there is a conflict.</p> <p>In designated instances, a programmatic level coordinator will be used when available and practical.</p>
06-27	Jeanette Redden Title One Teacher AFT-Fayette County Danese WV	<p>Designee in place of a principal due too illness should be a programmatic level coordnator from the central office.</p>	A/+	<p>In designated instances, a programmatic level coordinator will be used when available and practical.</p>
06-27	Beth Kitzmiller Teacher AFT Cowen WV	<p>Section 5.1.d</p> <p>1. In the case of a designee being appointed based on the illness or absence of the principal or assistant principal, then a programmatic level coordinator from the centraloffice shall be said designee.</p> <p>2. In the case of a principal and/or assisiant principal having conflict based on W.Va. Code 18A-2-2(a) (2), the recommendation shall be</p>	A/+	<p>In designated instances, a programmatic level coordinator will be used when available and practical.</p>

forfeited..

Rather than forfeit, a principal will be replaced with a neutral party if there is a conflict.

06-27 Carolyn Allen
teacher
AFT
Charleston wv

No Comment

N/o

06-27 travis roton
teacher
aft- wood
parkersburg wv

5.1.d. Principal this section has several errors in it that is speaking out of both sides of your mouth. If a family member of a principal applies for a job the replacement of the principal in the hiring process needs to be the same person, that is qualified and has something to do in the field of the job (I.E. in an elementary school the replacement should be the curriculum coordinator for the elementary schools.) every time and not just any person the principal choses, that will just do whatever the principal tells them to hire.

NA/-

The principal does not choose his or her own replacement.

06-27 Barbara Green
teacher
Harman School
Elkins WV

I think that if principals are unable to serve on the hiring committee because they have a relative that has applied for the job, they should just forfeit their spot on the hiring committee.

NA/-

Rather than forfeit, a principal will be replaced with a neutral party if there is a conflict.

07-09 David R. McQuain
Senior Social Studies
Teacher at University
High
Monongalia County
BOE
Morgantown WV

5.1.d – The Faculty Senate representatives should be responsible for taking our choice to our county personnel director. This reinforces that the FS choice is independent of the principal. If they are competent enough to make a decision about hiring, they can be trusted to deliver that decision to the central office themselves.

NA/-

The processes and procedures set forth in this policy are designed to be effective and consistent among schools and counties and are designed to avoid litigation or grievance. Consistency among schools in choosing options furthers this goal.

5.1.e – The presented policy goes considerably too far in limiting the Faculty Senate options with regard to participation in the hiring process. The process should not be limited to the few options provided in the policy. Faculty Senates should be able to adopt their own process for participation, not just pick from the WVDE options.

07-09	Eileen Poling County-wide teacher of gifted Tucker County Schools Parsons WV	5.1.e The Faculty Senate should deliver their own recommendation to the county personnel director. Doing this will assure that the recommendation of the Faculty Senate is one and the principal is a separate one. 5.1.e I'm not sure with this section why you are even including the Faculty Senate in the process. They must adopt one of the options established in the policy. If they come up with a different option, then they will not be allowed to participate. This makes the participation of the of the Faculty Senate in name only. They will be unable to create an option to use that will best deal with the needs of the particular school.	NA/-	The processes and procedures set forth in this policy are designed to be effective and consistent among schools and counties and are designed to avoid litigation or grievance. Consistency among schools in choosing options furthers this goal.
07-11	Dale Lee President WVEA Charleston WV	5.1.d - The Faculty Senate should be responsible for delivering their own recommendation to the county personnel director. This further drives home the fact that the FS decision is independent of the principal. If they are competent enough to make a decision about hiring, they are competent to deliver that decision to the central office on their own.	NA/-	The processes and procedures set forth in this policy are designed to be effective and consistent among schools and counties and are designed to avoid litigation or grievance. Consistency among schools in choosing options furthers this goal.
07-11	Susan Grady Director of Personnel Services Mineral County Schools Keyser WV	5.1.e -Policy is too restrictive on the Faculty Senate options regarding participation in the hiring process. The process should not be limited to the few select options. Faculty Senates should be able to adopt their own process for participation, not just pick from the ones the WVDE chooses. More clarification on the role of the superintendent when he/she (based on the other factors) does not agree with the recommendation provided by the Faculty Senate and the Principal.	A/+	Clarification provided
07-13	Susan Lattimer Adkins Grievance Manager WV Professional Educators	Under Faculty Senate responsibilities would it not be a more effective method for each faculty senate within the county to use the same hiring option. This could be accomplished by a county-wide meeting of the Faculty Senate chairpersons. Having all the options available to choose from is really not productive or efficient.	NA/-	Faculty senates have the option to choose the method that is best suited to their own individual needs.
07-13	Susan Lattimer Adkins Grievance Manager WV Professional Educators	5.1.d. Lines 8 & 9 should be revised to read: "If there is no assistant principal or if the assistant principal is unable to submit hiring recommendations or receive hiring recommendations from the faculty senate as set forth in this policy due to illness or absence, the	NA-	

Huntington WV	<p>Superintendent shall assign a designee to carry out the role of the principal."</p> <p>Delete the last line - "A forfeiture of the principal's right to submit a hiring recommendation shall not be the basis for objection by any prospective employee or any other person."</p> <p>5.1.e. - The phrase "as set forth in this policy" conflicts with WV Code 18-5A-5(b)(2). The faculty senate options are much too prescriptive as current law does not mandate a specific process that must be utilized, but rather states "a faculty senate may establish a process . . ." The particular wording in this policy takes away local control and flexibility which has been afforded by legislators to faculty senate members. State policy should incorporate the law, but should not go above and beyond the law with specific and prescriptive mandates such as these options.</p>	NA/-	The processes and procedures set forth in this policy are designed to be effective and consistent among schools and counties and are designed to avoid litigation or grievance. Consistency among schools in choosing options furthers this goal.
<p>07-14 Stacey Strawderman Teacjer TEACHER Fairmont wv</p>	<p>If the faculty senate's 2 points don't count if there is no recommendation then the Principal's shouldn't count if there is no recommendation!</p>	NA/-	<p>SB 359 does not support eliminating the recommendation of the principal.</p>
§126-110-6 Criteria for Hiring Classroom Teachers			
<p>06-14 Cheryl Judy Teacher Boone County Schools Madison WV</p>	<p>The hiring criteria is absolutely to vague! Weights should be placed on each criteria. Seniority should have a heavier weight than the other. Sure, younger teachers, or beginning teachers have a lot of enthusiasm but are not mature nor experienced enough to have the classroom management skills that are required for effective learning to take place. Citing a recent study that reported that a female does not fully mature until they are thirty-two years of age and a male until they are forty-three, younger is not always better. Older, more experienced teacher tend to make wiser choices and decisions. Our students deserve the best!</p>	NA/-	<p>Because faculty senates and principals do not have to assign any particular weight to the factors, they are free to choose the individual who will be the best match for the unique needs of the school. Seniority and experience are still factors that may be considered.</p>
<p>06-14 tony nichols Craigsville WV</p>	<p>Glad to see NBCT appear on the matrix.</p>	N/+	
<p>06-14 Donna Yanego</p>	<p>Your changes are just providing opportunities for nepotism and prejudice.</p>	NA/-	<p>The Faculty Senate members who</p>

	Teacher Marion County Teacher Fairmont WV			will participate in making hiring recommendations are chosen by vote of the full Faculty Senate. Thus, a Faculty Senate can choose representatives who are trusted and ethical.
06-14	Pam Pitrolo Teacher Marion County Schools Fairmont WV	After teaching for 34 years, I strongly object to not weighing the amount of years taught/experience in applying for a job in the school system. In one place of this policy, it stated that all criteria were to be equally weighed. In another, it stated that there was not any weight attached. Experience should count for something more than the way this policy is written. It would be very easy for a school to become "the good ole boys club", with teachers hired that are friends with other teachers, not necessarily the best qualified or with the most experience!	NA/-	Because faculty senates and principals do not have to assign any particular weight to the factors, they are free to choose the individual who will be the best match for the unique needs of the school. Seniority and experience are still factors that may be considered.
06-14	Lee Anne Rozzell Classroom kindergarten teacher Logan County Schools Man WV	MUST have a teaching degree in that area/subject etc. MUST, MUST, MUST!!!!!!	NA/-	All teachers must be certified in accordance with WVBE Policy5202.
06-15	Margaret Ann Bays Title Teacher Raleigh County Beckley WV	The practice of teaching is observation, teachers teach many student weeks being observed by many people. By the time they are released to be a teacher they should be able to perform. I spent 30 weeks teaching have two Masters and observe many teachers who do not work hard or are knowledgeable about the area they are teaching. To find out they really were hired because they new someone in the community.	NA/-	The Faculty Senate members who will participate in making hiring recommendations are chosen by vote of the full Faculty Senate. Thus, a Faculty Senate can choose representatives who are trusted and ethical.
06-15	Hannah Wingler Teacher Keyser WV	I would love to see the new policy adopted. I am in my 6th year as a teacher. Each year, my name has been put into a bucket for a random drawing to determine seniority. My co-workers and I were all hired at the beginning of the same year, so we must rely on the results of a drawing	N/+	

for a job, rather than on the knowledge we possess. I just went through this process again and was taken out of my current position. When compared to the other members of the group, I had a Master's degree, and National Board Certification. There were members in the group who do not possess these achievements or qualifications; and I was the one to lose my job. Currently, I have found a new position, but I would prefer to be chosen on my achievements and qualifications, rather than having to compete in a random drawing for a profession.

The article in the Charleston Gazette (June 14, 2013) states that the nine criteria don't even have to be considered by the Principal or the Faculty Senate. So a teaching candidate works hard for excellent grades, and perhaps an M.A. + 45 and those things don't even have to be considered! Someone just out of college with C grades could be hired instead. I think this is a terrible policy and could really be abused. The principal could influence the Faculty Senate to vote for his nephew, etc. They can recommend just anyone, not necessarily the best candidate. I am really concerned about this. A much better way is to require them to consider all the criteria and give them equal weight.

Because faculty senates and principals do not have to assign any particular weight to the factors, they are free to choose the individual who will be the best match for the unique needs of the school. Seniority and experience are still factors that may be considered.

06-15 Charlotte McClung
Ms.
Summersville WV

NA/-

06-15 Theresa Workman
Title 1 teacher
Man Elementary
Logan WV

I do not like the ideal of principals having double points when it comes to hiring teachers. They will be hiring friends and family over more qualified people.

NA/-

The faculty senate vote is similarly weighted.

06-16 Tammie Adkins
Teacher 3rd
West Hamlin
West Hamlin WV

I am not for allowing faculty senate presidents hire others in their schools. I feel that giving them this power will create hardships with other faculty members. The president should only represent their school in issues about the school not hiring. This should be left to the Superintendent only. I think the state/county should set up guidelines for hiring others into teacher positions.

NA/-

The Faculty Senate members who will participate in making hiring recommendations are chosen by vote of the full Faculty Senate. Thus, a Faculty Senate can choose representatives who are trusted and ethical.

06-16 Chad Spencer
Teacher
Musselman High School

Include a provision that spouses of administrators not be allowed to fill a position at a school where the administrator works.

NA/o

Individual counties may implement their own policies on issues such as these.

Inwood WV

06-16 Kristy Dykes
Teacher
Bradshaw Elementary
McDowell County WV

I feel it should be based on your qualifications. If you have all the qualifications and more qualifications than any other applicant then you should get the job.

NA/o

Because faculty senates and principals do not have to assign any particular weight to the factors, they are free to choose the individual who will be the best match for the unique needs of the school. Seniority and experience are still factors that may be considered.

06-17 Greg Martin
Director
Mason County Schools
Point Pleasant WV

Teachers have worked hard and long, sacrificing time and in lieu of pay raises, the right for seniority. Granted that the most senior is not necessarily the best teacher, the possibility and probability of collusion among the smaller schools between the school principal and the faculty senate exists.

NA/-

Because faculty senates and principals do not have to assign any particular weight to the factors, they are free to choose the individual who will be the best match for the unique needs of the school. Seniority and experience are still factors that may be considered.

06-17 David Shaw
Teacher
Raleigh county schools
Beckley Wv

Same as above.

NA/-

Same as above.

06-17 W. E. Bloom
Teacher
Monongalia Co
Morgantown wv

I believe that this process has needed changed for a long time.

N/+

06-17 Dr. Clarence Harvey, Jr.
member
School Board
Morgantown WV

Seniority should never be a criterion for hiring a teacher. It's most difficult to be certain whether the applicant has completed 25 years of "EXPERIENCE" or simply logged in the same experience 25 times!

NA/-

Because faculty senates and principals do not have to assign any particular weight to the factors, they are free to choose the

06-20	Jackie Dawson teacher Calhoun Schools Grantsville WV	Teachers with years of expertise in their field have earned through years of dedication to their craft this respect. I feel favoritism will prevail without the seniority criteria.	NA/-	individual who will be the best match for the unique needs of the school. Seniority and experience are still factors that may be considered, but they are not the only factors. Because faculty senates and principals do not have to assign any particular weight to the factors, they are free to choose the individual who will be the best match for the unique needs of the school. Seniority and experience are still factors that may be considered.
06-21	Patricia Kidd Kindergarten Teacher Lincoln County Board of Education Hamlin WV	I see a real problem with this. Teachers will begin to be hired by popularity not by qualifications. You will have schools full of "friends" who will cover for each other and there will be little checks and balances in that school. Certain schools will be full of young teachers who are in "click" with each other. It really worries me that if I bid on a job and have my 18 years of experience behind me that I may lose to a 1st year teacher just because the principal is best friends with her mom or dad. This will happen. Especially in communities like Lincoln County. Thank you.	NA/-	The Faculty Senate members who will participate in making hiring recommendations are chosen by vote of the full Faculty Senate. Thus, a Faculty Senate can choose representatives who are trusted and ethical. Because faculty senates and principals do not have to assign any particular weight to the factors, they are free to choose the individual who will be the best match for the unique needs of the school. Seniority and experience are still factors that may be considered.
06-22	Blessing, Janet Pauline Retired Teacher	There's already enough "politics" involved in the hiring process. Why create more opportunities for more people to become involved? Seems to	NA/-	The Faculty Senate members who will participate in making hiring

Vienna WV

me that this, at the very least, has the potential to create negative feelings and disrupt the unity of the faculty and staff. Teachers have enough to do just creating a learning environment in their own classrooms. They don't need to venture out into "managing" the entire building!

recommendations are chosen by vote of the full Faculty Senate. Thus, a Faculty Senate can choose representatives who are trusted and ethical. Because faculty senates and principals do not have to assign any particular weight to the factors, they are free to choose the individual who will be the best match for the unique needs of the school. Seniority and experience are still factors that may be considered.

The Faculty Senate members who will participate in making hiring recommendations are chosen by vote of the full Faculty Senate. Thus, a Faculty Senate can choose representatives who are trusted and ethical. Because faculty senates and principals do not have to assign any particular weight to the factors, they are free to choose the individual who will be the best match for the unique needs of the school. Seniority and experience are still factors that may be considered.

06-25 Crystal Brooks
Beckley Wv

I feel the teachers in the building should not be a loud to choose who works at their school. This is a close community and everyone knows everyone. We are professionals, but also human. Feelings about others play a role in our everyday choices. What we think about a person would impact our decision about them especially if it was a really good friend. Schools are not clicks like back in high school. The positions are very important to the students and the principal or their superiors should have to make those decisions on hiring based on qualifications.

NA/-

06-27 Kathryn Komar
teacher/member
Monongalia County
Schools & AFT-WV

Any specialized training required for a position should be listed as a portion of the job description.

NA/-

06-27	Morgantown WV jj teacher aft fairmont wv	Specialized training should be shown on the original job posting.	NA/-	This allows more flexibility in hiring the most qualified candidate.
06-27	Stacia 1st grade teacher AFT WV Marion County Fairmont WV	Job description should be on the application.	N/o	
06-27	elissa neal cabell aft vice president wv aft milton wv	specialized training should be shown on the original job posting.	NA/o	This allows more flexibility in hiring the most qualified candidate.
06-27	Denise Shipley Behavior Specialist Central Office Marion County Schools and AFT Member Rivesville WV	Who is going to oversee that the criteria is being met for hiring the classroom teachers?		The principal is responsible for evaluating teachers.
06-27	Bryon Folk Teacher AFT Morgantown WV	Section 6.2.f: - Specialized training should be shown on the original job posting. This rule would deter creative job posting.	NA/o	This allows more flexibility in hiring the most qualified candidate.
06-27	Cheryl Jolley First Grade Teacher Grant County Schools Petersburg WV	Section 6.2.f -- Specialized training should be on original job posting. Section 6.2.i -- The hiring process will be subjective without an amendment to the hiring criteria described in this section. This would allow nepotism and cronyism. Does not guarantee most qualified applicant will be hired. Section 6.5 -- It would be a violation of the law to state that weight from the 9 hiring criteria may or may not be considered by the	NA/-	This allows more flexibility in hiring the most qualified candidate. The Faculty Senate members who will participate in making hiring

principal/faculty/senate.

recommendations are chosen by vote of the full Faculty Senate. Thus, a Faculty Senate can choose representatives who are trusted and ethical. Because faculty senates and principals do not have to assign any particular weight to the factors, they are free to choose the individual who will be the best match for the unique needs of the school. Seniority and experience are still factors that may be considered.

06-27 Julia
Teacher
Nicholas County
WV

Specialized training shown on the original job posting. This rule would deter creative job posting.

NA/o

This allows more flexibility in hiring the most qualified candidate.

06-27 Christina
Teacher
Morgantown wv

If specialized training is used as a criterion in the hiring process, it should be listed on the original job posting. This rule would deter creative job postings.

NA/o

This allows more flexibility in hiring the most qualified candidate.

This allows more flexibility in hiring the most qualified candidate.

06-27 Stephanie Williams
Local Treasurer & 1st
Grade Teacher
AFT Raleigh County
Beckley WV

Section 6.2.f

Specialized training should be shown on the original job posting. This rule would deter creative job posting.

NA/o

Without an amendment to the hiring criteria described in Section 6.2.i, the hiring process will be subjective, allowing nepotism and cronyism to flourish. Without an amendment, it does not guarantee the most qualified applicant to be successful which will hurt student achievement.

The Faculty Senate members who will participate in making hiring recommendations are chosen by vote of the full Faculty Senate. Thus, a Faculty Senate can choose representatives who are trusted and ethical. Because faculty senates and principals do not have to

<p>06-27 Cindy Strahin Teacher Preston County Schools Arthurdale WV</p>	<p>If specialized training is used as a criterion in the hiring process, it should be listed on the original job posting. Training should be shown on the original job posting.</p>	<p>NA/o</p>	<p>assign any particular weight to the factors, they are free to choose the individual who will be the best match for the unique needs of the school. Seniority and experience are still factors that may be considered.</p>
<p>06-27 Teacher AFT-WV WV</p>	<p>Specialized training should be shown on the original job posting. This rule would deter creative job posting.</p> <p>In the policy, stating weight from the nine hiring criteria may or may not be considered by the principal and faculty senate is a direct violation of the law.</p> <p>The law clearly states under 18A-4-7-a(c) as established in SB359 page 91 beginning at line 46 "each criterion under subsection (b) of this section shall be given equal wight except that the criterion in subdivisions (10) and (11) shall be double weighted."</p>	<p>NA/-</p>	<p>This allows more flexibility in hiring the most qualified candidate.</p> <p>W. Va. Code §18A-4-7a(f) states, "Recommendations made pursuant to subdivisions (10) and (11), subsection (b) of this section shall be made based on a determination as to which of the applicants is the highest qualified for the position: <i>Provided</i>, That nothing in this subsection shall require principals or faculty senates to assign any amount of weight to any factor in making a recommendation."</p>
<p>06-27 Jason Hypes Teacher Nicholas County High School Summersville wv</p>	<p>Section 6.2 .i. seems in my opinion to be very obscure and open ended, in that it could be argued whether or not the relative qualifications have been fairly judged.</p>	<p>NA/-</p>	<p>Because faculty senates and principals do not have to assign any particular weight to the factors, including the "other" factor, they are free to choose the individual</p>

06-27	Concerned Parent Morgantown WV	Specialized training should be shown on the original job posting. This rule would deter creative job posting	NA/o	who will be the best match for the unique needs of the school. Seniority and experience are still factors that may be considered. This allows more flexibility in hiring the most qualified candidate.
06-27	Amanda Shelton Teacher Clay WV	One major problem I find with this section is that the wording excusing weighting factors at all is in direct violation of state law.	NA/-	The policy complies with the law which states that when the principal and faculty senate agree, the factors do not have to weighted equally. This allows more flexibility in hiring the most qualified candidate.
06-27	Neil Heard Executive Board Member AFT Berkeley Springs WV	6.2.f Specialized training should be shown on the original job posting. This would deter creative job postings. 6.2.i Without an amendment to the section of criteria in section 6.2.i, the hiring process will be subjective, allowing nepotism and cronyism to flourish. Without an amendment, it does not guarantee the most qualified applicant to be successful which will hurt student achievement.	NA/-	Because faculty senates and principals do not have to assign any particular weight to the factors, they are free to choose the individual who will be the best match for the unique needs of the school. Seniority and experience are still factors that may be considered.
06-27	Rose Saunders Secretary AFT Marion County Local # 6209 Fairmont WV	6.2.i There should be a job description for each job posted...there may be someone applying for a job that does not have the right qualifications for that specified job. 6.5 This should be made to be double equal!!!	NA/-	Job postings are required. Double weighting is required by statute.
06-27	Jackie Jacobs BD Teacher K-5	In section 6.2.f - Specialized training should be shown on the original job posting. This rule would help deter creative job postings.	NA/o	This allows more flexibility in hiring the most qualified candidate.

Putnam County Schools Hurricane WV	In section 6.2.i - Measures and/or indicators should be specifically defined and relevant to the individual job postings. Each measure should be defined when posted. The same measures should be used for each applicant. Without an amendment to the hiring criteria described in Section 6.2.i, the process will be subjective and may not allow for the most qualified applicant to be hired.		Because faculty senates and principals do not have to assign any particular weight to the factors, they are free to choose the individual who will be the best match for the unique needs of the school. Seniority and experience are still factors that may be considered.
06-27 Patricia Snead teacher AFT Local 4444 Charleston WV	Specialized training should be shown on the original job posting.	NA/o	This allows more flexibility in hiring the most qualified candidate.
06-27 Connie Hardway Teacher AFT Cndeninle wv	1. Without an amendment to the hiring criteria described in 6.2.i, the hiring process will be subjective, allowing nepotism and cronyism to flourish. Without an amendment, it doesn't guarantee the most qualified applicant to be successful which will hurt student achievement.	NA/-	Because faculty senates and principals do not have to assign any particular weight to the factors, they are free to choose the individual who will be the best match for the unique needs of the school. Seniority and experience are still factors that may be considered.
06-27 April McConihay Teacher Putnam County Schools Winfield WV	6.2.f - any specialized training that would be relevant, should be listed in the job posting. Without that criterion stated, an applicant would not know to include that information on bid sheets or mention it during the interview. Current language in the policy can allow a committee/principal/superintendent to use "hidden criteria" to ensure a favored candidate is hired.	NA/-	This allows more flexibility in hiring the most qualified candidate. Because faculty senates and principals do not have to assign any particular weight to the factors, they are free to choose the individual who will be the best
	6.5 - If the faculty senate/committee may decide to assign no weight to the		

criterion listed, they, in fact, are using no fair framework with which to assess candidates. They can simply pick a favorite.

match for the unique needs of the school. Seniority and experience are still factors that may be considered.

7.1 - Stating that the process must be established by the first meeting of the school year is unrealistic and seems contrived to make teacher participation impossible. It looks like it was designed to fail. It should state "at one meeting during the year," to allow the faculty senate the time necessary to develop an effective, consistent process.

The Policy and the SB 359 were not effective until July 1.

This allows more flexibility in hiring the most qualified candidate.

Section 6.2.f

Specialized training should be shown on the original job posting. This rule would deter creative job posting.

6.2.i

Without an amendment to the hiring criteria described in Section 6.2.i, the hiring process will be subjective, allowing for nepotism and cronyism to flourish. Without an amendment, it does not guarantee the most qualified applicant to be successful which will hurt student achievement.

NA/o

Because faculty senates and principals do not have to assign any particular weight to the factors, they are free to choose the individual who will be the best match for the unique needs of the school. Seniority and experience are still factors that may be considered.

Specialized training should be shown on the original job posting. This rule would deter creative job posting.

NA/o

This allows more flexibility in hiring the most qualified candidate.

Section 6.2.i

"Other measures or indicators upon which the relative qualifications of the applicant may fairly be judged."

This language, as it stands, will allow the hiring process to be subjective, thus encouraging "the good ol' boy system" to expand. This is in direct contrast to the purpose stated in section 2 of this very bill. If this is not clarified, it will nullify all efforts and intentions of this policy and the SB 359 legislation.

NA/-

Because faculty senates and principals do not have to assign any particular weight to the factors, they are free to choose the individual who will be the best match for the unique needs of the school.

06-27 Carrena Rouse
President of Local and
English Teacher
AFT Boone Local #6101
St. Albans WV

06-27 Public School Teacher
AFT
Fairmont WV

06-27 Matthew L. Bright
Tunnelton WV

Section 6.5

In the policy, stating weight from the nine hiring criteria may or may not be considered by the principal and faculty senate is in direct violation of the law.

SB359 is very clear under section 18A-4-7a (c) that "each criterion under subsection (b) of this section shall be given equal weight except that the criterion in subdivisions (10) and (11) shall be double weighted."

W. Va. Code §18A-4-7a(f) states, "Recommendations made pursuant to subdivisions (10) and (11), subsection (b) of this section shall be made based on a determination as to which of the applicants is the highest qualified for the position: *Provided*, That nothing in this subsection shall require principals or faculty senates to assign any amount of weight to any factor in making a recommendation."

Because faculty senates and principals do not have to assign any particular weight to the factors, they are free to choose the individual who will be the best match for the unique needs of the school.

Without an amendment to the hiring criteria described in Section 6.2.i, the hiring process will be subjective, allowing NEPOTISM and cronyism to flourish. Without an amendment, it does not guarantee the most qualified applicant to be successful which could hurt student achievement.

NA/-

Specialized training should be shown on the original job posting.

NA/o

This allows more flexibility in hiring the most qualified candidate.

Section 6.2.f Specialized training should be shown on the original job posting.

This allows more flexibility in hiring the most qualified candidate.

Section 6.2.I without and amendment to the hiring criteria described in 6.2.I, the hiring process will be subjective, allowing nepotism and cronyism to flourish. Without an amendment, it does not guarantee the most qualified applicant to be successful which will hurt student achievement.

NA/o

Because faculty senates and principals do not have to assign any particular weight to the factors, they are free to choose the individual who will be the best match for the unique needs of the

Section 6.5 The law clearly states that the recommendation of the

06-27 Kristie
AFT Randolph
Skidmore
Elkins WV

06-27 Jason Zyla
Teacher, Secondary
AFT-Wood County
Parkersburg wv

06-27 Hannah Morris
Math teacher
AFt
Reader WV

		principal and faculty senate must be considered.		school.
06-27	Chad Davidson teacher AFT-WV Fairmont WV	Specialized training should be shown on the original job posting	NA/o	This allows more flexibility in hiring the most qualified candidate.
06-27	Andrew Weekley Teacher AFT-WV Fairmont WV	What are the measures or indicators? This is too subjective.	NA/-	This factor allows schools to choose candidates who best meet the needs of a school. W. Va. Code §18A-4-7a(f) states, "Recommendations made pursuant to subdivisions (10) and (11), subsection (b) of this section shall be made based on a determination as to which of the applicants is the highest qualified for the position: <i>Provided</i> , That nothing in this subsection shall require principals or faculty senates to assign any amount of weight to any factor in making a recommendation."
06-27	Angie Turkelson Teacher Conner Street Elementary Hurricane WV	I am appauled by the disregard to the state law on the language as it is stated in Section 6.5 on page 4. The weight of criteria was clearly defined in SB359 on page 91 beginning on line 46. Criteria 1-9 shall be given equal weight and 10 and 11 shall be double weight. Also, all criteria shall be considered.	NA/-	
06-27	Crystal Lindsey teacher AFT Rivesville WV	Needs to be done by the letter of the law and recommendations need to be done in a secret ballot.	NA/o	Faculty senates may choose to use secret ballots for some voting issues.
06-27	Jan Jonese Public School Teacher Green Bank West	Section 6.2.d - Academic achievement - the GPA of a job applicant isn't and indication of their teaching ability. Section 6.2.f - If specialized training is used as a criterion in the hiring process, it should be listed in the original job posting. This rule would discourage "creative" job posting. Section 6.2.i - Measures and indicators should be specifically defined and	NA/-	Because faculty senates and principals do not have to assign any particular weight to the factors, they are free to choose the individual who will be the best match for the unique needs of the

relevant to the individual job posting.
Section 6.5 - The statement that weight from the nine hiring criteria may or may not be considered by the principal and faculty senate is a direct violation of the law as defined in SB359, page 91, 18A-4-7a (c).

school.
W. Va. Code §18A-4-7a(f) states, "Recommendations made pursuant to subdivisions (10) and (11), subsection (b) of this section shall be made based on a determination as to which of the applicants is the highest qualified for the position: *Provided*, That nothing in this subsection shall require principals or faculty senates to assign any amount of weight to any factor in making a recommendation."

When job requires specialized training for a job it should be stated on the original job posting.

without an ammendment to the hiring criteria, the process of hiring will allowing nepotism and for those favored individuals be hired for positions which will not guarantee that the most qualified applicant be hired.

NA/-

Because faculty senates and principals do not have to assign any particular weight to the factors, they are free to choose the individual who will be the best match for the unique needs of the school.

W. Va. Code §18A-4-7a(f) states, "Recommendations made pursuant to subdivisions (10) and (11), subsection (b) of this section shall be made based on a determination as to which of the applicants is the highest qualified for the position: *Provided*, That nothing in this subsection shall require principals or faculty senates to assign any amount of weight to any factor in making a recommendation."

6.5 The law states that under 18A-4-7a(c) as established in SB359 that each criterion under subsection (b) of this section shall be given equal weight except that the citerion in subdivisions (10) and (11) should be double weighted." I feel that to disregard these criteria would be illegal under the law and should not be allowed. These provisions were included in the law for a reason and should be strictly followed.

NA/-

06-27 Jeanette Redden
Title One Teacher
AFT-Fayette County
Danese WV

06-27 Deborah Navy
Member
AFT
Huntington WV

06-27	Beth Kitzmiller Teacher AFT Cowen WV	<p>Section 6.2.f Specialized training should be shown on the original job posting this rule would deter creative job postings.</p> <p>Section 6.5 In this policy, stating weight from the nine hiring criteria may or may not be considered by the principal and faculty senate is in direct violation of the law. The law clearly states under 18A-4-7a (a) as established in SB359 page 91 beginning at line 46 "each criterion under subsection (b) of this section shall be given equal weight except that the criterion in subdivisions (10) and (11) shall be double weighted." Such blatant disregard of the clearly stated law and intent of the WV Legislature should be alarming to all stakeholders and citizens of this great state.</p>	NA/-	<p>Because faculty senates and principals do not have to assign any particular weight to the factors, they are free to choose the individual who will be the best match for the unique needs of the school.</p> <p>W. Va. Code §18A-4-7a(f) states, "Recommendations made pursuant to subdivisions (10) and (11), subsection (b) of this section shall be made based on a determination as to which of the applicants is the highest qualified for the position: <i>Provided</i>, That nothing in this subsection shall require principals or faculty senates to assign any amount of weight to any factor in making a recommendation."</p>
06-27	Carolyn Allen teacher AFT Charleston wv	<p>If specialized training is required for the job posting then that criteria should be specifically listed on the posting of the job.</p> <p>Weight for an applicant will be considered, and not just a possibility.</p> <p>6.2.f It's really important that any kind of specialized training be listed on the original posting if it will be considered in the hiring process.</p>	NA/o	<p>This allows more flexibility in hiring the most qualified candidate.</p>
06-27	Barbara Green teacher Harman School Elkins WV	<p>6.2.i What are the "other measures"? I can see that an applicant for a music position could be required to give a live audition in their interview. This should be listed on the original job posting. Each applicant should be judged by the same criteria.</p> <p>6.5 I think that the first nine hiring criteria Should be considered by the principal and the faculty senate representatives.</p>	NA/-	<p>This allows more flexibility in hiring the most qualified candidate. Because faculty senates and principals do not have to assign any particular weight to the factors, including the "other" factor, they are free to choose the individual who will be the best match for the</p>

06-27 Denise Sharp
Teacher
AFT WV
Marlinton WV

What does academic achievement mean? When a person graduates from college they receive a diploma that tells future employers that they have learned the required information in order to do the job. When a teacher receives their teaching license from a state that proves that they have the required knowledge in order to instruct students. However the GPA that the teacher earned in school or the test score they earned on the Praxis does mean that they will be a terrible or great teacher. The smartest person in the world could be the worst teacher ever and the dumbest person in the world could become teacher of the year. Teaching students is an ability that most people don't have and is a skill that can't be taught, learned, or graded.

NA/-

unique needs of the school. Seniority and experience are still factors that may be considered. The "other" factor has been part of the hiring criteria for administrators for a number of years. The faculty senate do have to consider all criteria, but don't have to give them equal weight.

Academic achievement is generally assessed by GPA.

06-27 Margaret Muhly
Teacher
Monongalia County
Schools
Morgantown West

The policy stating that the principal or faculty senates are not required to assign any weight to any of the 9 criterion is in direct violation of the law SB359 that states that each criterion shall be given = weight except that the criterion for subdivisions 10 and 11 shall be double weighted. Section 6.2i is ambiguous. These measures should be clearly defined when the job posting is released and prior to bidding. The new hiring process is too subjective and will allow favoritism. It will not guarantee that the most qualified applicant will get the job.

NA/-

W. Va. Code §18A-4-7a(f) states, "Recommendations made pursuant to subdivisions (10) and (11), subsection (b) of this section shall be made based on a determination as to which of the applicants is the highest qualified for the position: *Provided*, That nothing in this subsection shall require principals or faculty senates to assign any amount of weight to any factor in making a recommendation."

Andy Bird
06-27 Educator
Hurricane WV

I have concern that the most qualified applicant may not be awarded a job. As is stands, it allows the hiring to be very subjective which opens the door to nepotism. Furthermore, under 6.5, it is clearly against the code as determined by SB359, where the code that says areas must be equal weight.

NA/-

W. Va. Code §18A-4-7a(f) states, “Recommendations made pursuant to subdivisions (10) and (11), subsection (b) of this section shall be made based on a determination as to which of the applicants is the highest qualified for the position: *Provided*, That nothing in this subsection shall require principals or faculty senates to assign any amount of weight to any factor in making a recommendation.”

Because faculty senates and principals do not have to assign any particular weight to the factors, including the “other” factor, they are free to choose the individual who will be the best match for the unique needs of the school. Seniority and experience are still factors that may be considered. The “other” factor has been part of the hiring criteria for administrators for a number of years. The faculty senate do have to consider all criteria, but don’t have to give them equal weight. W. Va. Code §18A-4-7a(f) states, “Recommendations made pursuant to subdivisions (10) and (11), subsection (b) of this section shall be made based on a determination as to which of the applicants is the

Lisa Austin
06-27 Teacher
Chamberlain Elem
School
Charleston WV

Sections 6.2.i :“Other measures or indicators” and “may be fairly judged” are quite vague. This section seems to leave open an opportunity for a great deal of subjectivity in the hiring process. As a teacher who has interviewed several times in the last three years, I can attest that, even with the previous much stricter hiring criteria, principals have taken much leeway in finding ways to choose their preferred candidates. I have grave concerns that such ambiguous language will be an open invitation to principals to develop subjective criteria minimally relevant to a job just to allow them to hire whomever they prefer.

NA/-

6.5: This policy violates state law {18A-4-7a(c)} which provides that each criterion be given equal weight. Both this section and the accompanying forms (Appendices A and B) need to be revised to comply with state law.

<p>06-27 Susan Evick Teacher Randolph Co Elkins WV</p>	<p>Without an amendment to the hiring criteria described in Section 6.2.i, the hiring process will be subjective, allowing nepotism and cronyism to flourish. Without an amendment, it does not guarantee the most qualified applicant to be successful which will hurt student achievement.</p>	<p>NA/-</p>	<p>highest qualified for the position: <i>Provided</i>, That nothing in this subsection shall require principals or faculty senates to assign any amount of weight to any factor in making a recommendation.”</p> <p>Because faculty senates and principals do not have to assign any particular weight to the factors, including the “other” factor, they are free to choose the individual who will be the best match for the unique needs of the school. Seniority and experience are still factors that may be considered. The “other” factor has been part of the hiring criteria for administrators for a number of years. The faculty senate do have to consider all criteria, but don’t have to give them equal weight.</p>
<p>07-03 Mike Kelley President WVASSP Charleston WV</p>	<p>Some have suggested that the principal and faculty senate recommendations should have to be based on the first 9 criteria weighted equally. PLEASE, PLEASE, PLEASE NO. The current policy states that principals and FS reps may not be required to assign weight to any element in determining their recommendations. It needs to stay that way. If we must weight the first 9 criteria evenly to determine criteria 10 and 11, then 10 and 11 are rendered moot. We would then in effect be reverting back to the old way where we get a list with the most senior person at the top who we must hire. This would essentially gut the most significant piece of Governor Tomblin's bill.</p>	<p>N/+</p>	
<p>07-04 Denver Drake</p>	<p>I am pleased with the process as it is addressed in the proposed policy.</p>	<p>N/+</p>	

<p>Principal Braxton County Middle School Sutton West</p>			
<p>07-11 Susan Grady Director of Personnel Services Mineral County Schools Keyser WV</p>	<p>Training should be provided to teachers who are involved in the hiring process. This training should include interviewing techniques, questions you should not ask, and confidentiality of application materials. Teachers should be informed on issues they may face on a personal basis by disclosing personal information.</p>	<p>NA/o</p>	<p>All teachers must take training prior to participating in the interview process.</p>
<p>07-13 Susan Lattimer Adkins Grievance Manager WV Professional Educators Huntington WV</p>	<p>6.6 This is in direct conflict with WV Code 18-5A-5(b)(2) as it is far more prescriptive than was intended by our legislators. See comments under Section 5. Faculty senates should have the freedom to establish a process that works for them (as the law allows), and should not be forced to only be able to use a process mandated by the state board.</p> <p>Appendix A and B - The sentence in each appendix which immediately follows factors a.- i. should be revised to read: "The factors set forth in 6.2.a. through 6.2.i. of WV Board Policy 5000 have been considered with each factor receiving equal weighting."</p>	<p>NA/-</p>	<p>Because faculty senates and principals do not have to assign any particular weight to the factors, including the "other" factor, they are free to choose the individual who will be the best match for the unique needs of the school. Seniority and experience are still factors that may be considered. The "other" factor has been part of the hiring criteria for administrators for a number of years. The faculty senate do have to consider all criteria, but don't have to give them equal weight. W. Va. Code §18A-4-7a(f) states, "Recommendations made pursuant to subdivisions (10) and (11), subsection (b) of this section shall be made based on a determination as to which of the applicants is the highest qualified for the position: <i>Provided</i>, That nothing in this</p>

07-14	Stacey Strawderman Teacjer TEACHER Fairmont wv	Without specific hiring criteria, the criteria becomes to subjective which would allow for nepotism and other violations of the law.	NA/-	<p>subsection shall require principals or faculty senates to assign any amount of weight to any factor in making a recommendation.”</p> <p>Because faculty senates and principals do not have to assign any particular weight to the factors, including the “other” factor, they are free to choose the individual who will be the best match for the unique needs of the school. Seniority and experience are still factors that may be considered. The “other” factor has been part of the hiring criteria for administrators for a number of years. The faculty senate do have to consider all criteria, but don’t have to give them equal weight.</p>
07-15	Gail Boone Teacher Cabell County Schools Huntington WV	Deeply concerned by this portion - can the principal and fs really decide that certification, experience, and seniority, etc. have no weight! Won't this lead to the practice of nepotism and/or hiring candidates based on factors other than professional qualifications and standards? What if the principal intimidates the faculty, who will go along to avoid reprisal or retaliation?	NA/-	<p>Because faculty senates and principals do not have to assign any particular weight to the factors, including the “other” factor, they are free to choose the individual who will be the best match for the unique needs of the school. Seniority and experience are still factors that may be considered. The “other” factor has been part of the hiring criteria for administrators for a number of years. The faculty senate do have to consider all</p>

criteria, but don't have to give them equal weight.

§126-110-7 Faculty Senate Recommendation Process

06-14	Cheryl Judy Teacher Boone County Schools Madison WV	Again, there are too many potential situations where this could be abused.	NA/-	The Faculty Senate members who will participate in making hiring recommendations are chosen by vote of the full Faculty Senate. Thus, a Faculty Senate can choose representatives who are trusted and ethical.
06-14	tony nichols Craigsville WV	Too fuzzy. Pick a single model How can systems afford to pay members to participate.	NA/-	The processes and procedures set forth in this policy are designed to be effective and consistent among schools and counties and are designed to avoid litigation or grievance. Consistency among schools in choosing options furthers this goal. Payment options will be considered at the local level.
06-14	Mary C. Knapp Special Education Director Boone County Schools Madison WV	As I understand the effective date of this policy, it is to be implemented on an emergency basis and to be effective immediately. We do a lot of hiring in the summer. School is out. The Faculty Senates are to decide how they wish to participate in the hiring process at the first meeting of the school year. What about the new employees who will be hired this summer. How are counties to get input from the Faculty Senates? In regard to the cost of this bill, is there funding to pay Faculty Senate representatives to participate in the hiring process during summer or other breaks from school?	NA/-	Training has been available to all teachers since July 1. The Policy and the SB 359 were not effective until July 1. Further, the policy was amended on July 17 to allow additional flexibility to faculty senates.
06-14	Donna Yanego Teacher	Your changes are just providing opportunities for nepotism and prejudice.	NA/-	The Faculty Senate members who will participate in making hiring

	Marion County Teacher Fairmont WV			recommendations are chosen by vote of the full Faculty Senate. Thus, a Faculty Senate can choose representatives who are trusted and ethical.
06-14	Pam Pitrolo Teacher Marion County Schools Fairmont WV	We are a very small staff of ten teachers. This makes it very hard to get the numbers suggested and makes a lot of work for the few that will end up doing it.	NA/-	The single designee option may be used.
06-14	Lee Anne Rozzell Classroom kindergarten teacher Logan County Schools Man WV	Principals from schools should designate this position for their FS person who would make proper decisions.	NA/-	Some faculty senates may prefer to choose other options.
06-15	Margaret Ann Bays Title Teacher Raleigh County Beckley WV	I strongly see negative nepotism, popularity contests, jealousy and other negative behavior. In any school, industry or business fresh ideas are positive for educational growth. Education needs to be broad in any environment. I think this type of hiring practice would prevent admitting new folks into a faculty that may have new ideas. This practice goes back to negative hiring practices.	NA/-	The policy is designed to be more amenable to hiring new teachers who are the most qualified for a position.
06-15	Theresa Workman Title 1 teacher Man Elementary Logan WV	I do not like faculty senate having double points when it comes to hiring anybody. They will be hiring friends and family over more qualified people.	NA/-	Both the faculty senate and the principal recommendation receive double weight according to statute.
06-16	Mary Jo Jividen Teacher Putnam county schools Winfield Wv	Faculty senate members elect a committee or single designee for this process at the beginning of each semester. How will this help our school hire new staff this summer? There is no committee in place, no school guidelines, and principals are leaving on Wednesday.	NA/-	Training has been available to all teachers since July 1. The Policy and the SB 359 were not effective until July 1. Further, the policy was amended on July 17 to allow additional flexibility to faculty senates.

06-16	Kristy Dykes Teacher Bradshaw Elementary Mcdowell County WV	I feel that a faculty senate should not be able to say who gets hired. I feel if you have the qualifications for the job you should be hired. It should go on your education and that should be enough to get you the job not what someone thinks.	NA/-	Because faculty senates and principals do not have to assign any particular weight to the factors, they are free to choose the individual who will be the best match for the unique needs of the school. Factors to be considered are still set forth in the Policy.
06-17	R. Jay Yeager Assistant Superintendent Wetzel County Schools New Martinsville WV	I don't know about this. Some Faculty Senates will opt not to participate. I don't know how Faculty Senate committees will find the time to meet to interview candidates without disrupting classrooms and student learning. After school hours would be the best but you won't get teachers to stay.	NA/-	The policy clarifies that interviews should be scheduled so that instruction is disrupted as little as possible. Counties may pay teachers for participation after regular work hours.
06-17	David Shaw Teacher Raleigh county schools Beckley Wv	How will this be implemented? More info is needed about the process.	NA/-	The Policy provides detail about the process though some flexibility is left to individual faculty senates so that they can choose a process that meets the unique needs of their schools.
06-17	T. Haught Principal DCES West Union WV	I think this is a great idea, the faculty needs to have a say in who is working the building. They know the building best and know who will fit best with the staff and students.	N/+	
06-17	W. E. Bloom Teacher Monongalia Co Morgantown wv	Faculty senate is composed of teachers currently in the classroom. We, the faculty senates are in touch with the needs of the students as well as workings for our populations. It is good to have Faculty input, for it seems that too often the boards are out of touch with the intimacy of the classrooms.	N/+	
06-17	Angela Gumm Principal	Our faculty senate has adjourned with the close of the school year with no committee. We have several positions to fill this summer and need to be	NA/-	Training has been available to all teachers since July 1. The Policy

	Hinton Area Elementary Hinton WV	able to move ahead with this. This can not wait for the faculty to return in August.		and the SB 359 were not effective until July 1. Further, the policy was amended on July 17 to allow additional flexibility for faculty senates.
06-17	Michael Funkhouser Core Curriculum Coach Hardy County Schools Wardensville WV	I believe that a member of the faculty senate committee who is a blood relative of an applicant should be replaced for this particular hiring.	A/+	The WV Ethics act has been clarified in the policy.
06-17	Dr. Clarence Harvey, Jr. member School Board Morgantown WV	This is tricky! Should the teachers unions gain control of the faculty senate, seniority would resurrect as the leading or only selection factor.	NA/-	The Faculty Senate members who will participate in making hiring recommendations are chosen by vote of the full Faculty Senate. Thus, a Faculty Senate can choose representatives who are trusted and ethical. Seniority can be considered when making a hiring recommendation, but it is not the only factor.
06-18	Barbara Coffma Classroom Teacher PreK Mineral County Schools Keyser WV	What will the legal ramifications be for the faculty senate designee should the applicants take their failure to be hired to a grievance process?	NA/-	Faculty senate members may be required to testify in grievance proceedings, though the process has been designed to minimize litigation.
06-19	Dorothy Nichols Attendance Director Doddridge Co. Schools West Union WV	It's great to give the faculty senate a voice in the recommendation process, they know the needs of the school and the students best.	N/+	
06-19	Dee Hendrick clerk Fayetteville wv	The initial recommendation process sounds solid.	N/+	

06-20	Jackie Dawson teacher Calhoun Schools Grantsville WV	Our Senate has elected that only a few teachers from the Senate take part in this process. Some have only a few years experience and are not the best ones to make this important decision.	NA/-	The Faculty Senate members who will participate in making hiring recommendations are chosen by vote of the full Faculty Senate. Thus, a Faculty Senate can choose representatives who are trusted and ethical. Seniority can be considered when making a hiring recommendation.
06-21	Ronald Bee Cantley II Director of Operations Fayette County Board of education Fayetteville WV	Is there a mechanism that allows for hiring to be done outside the teacher's employment calendar ro time frame? Is this work being done by volunteers from the faculty? Ronald Bee Cantley II	NA/o	The policy clarifies that interviews should be scheduled so that instruction is disrupted as little as possible. Counties may pay teachers for participation after regular work hours.
06-22	Ruth Patrick 3rd grade teacher WVEA/WCEA Williamstown WV	I like that a school's staff would have an opportunity to participate in the hiring process.	N/+	
06-25	Michael Wells Superintendent Pleasants County Schools St. Marys WV	There will be many inconsistencies with each individual faculty senate choosing how they want to interview (within each county). Interviewing would be much more "consistent" if each school/county would have the ability to set-up the same process and procedures.	NA/-	The processes and procedures set forth in this policy are designed to be effective and consistent among schools and counties and are designed to avoid litigation or grievance. Consistency among schools in choosing options furthers this goal, however, individual schools are given the flexibility to choose an option that best meets their individual needs.
06-26	Marsha Lockhart Iaeger WV	Too many options. Again it seems like it will turn into who you know, and if they like you. Keep it simple, for example-make a committe of 5-7; this		The processes and procedures set forth in this policy are designed to

varied committee or single designee options and etc is all too time consuming.

be effective and consistent among schools and counties and are designed to avoid litigation or grievance. Consistency among schools in choosing options furthers this goal, however, individual schools are given the flexibility to choose an option that best meets their individual needs.

06-27	Kathryn Komar teacher/member Monongalia County Schools & AFT-WV Morgantown WV	Not allowing teachers to participate in the hiring process is against state law. Don't disenfranchise the teachers' voices!	NA/-	This policy sets forth the way in which teachers may participate in the hiring process.
06-27	jj teacher aft fairmont wv	It should say "at one meeting during the year..." not allowing teachers to participate in the hiring process ignores state law as defined in &18-5a-5.	NA/-	The Policy was amended on July 17 to provide additional flexibility.
06-27	Kelly Link teacher AFT-Marion Fairmont WV	Those of us who were proactive in initiating a mechanism to have a hiring committee at our school before summer are faced with the quandary of making our fellow teachers understand that we were acting without any guidance from the state Department of Education because that guidance wasn't provided in a timely fashion. The effective date of this law was July 1 and yet the policy states that we are to act on this at the "first" Faculty Senate meeting of the school year?	NA/-	Training has been available to all teachers since July 1. The Policy and the SB 359 were not effective until July 1. Further, the policy was amended on July 17 to allow additional flexibility for faculty senates.
06-27	elissa neal cabell aft vice president wv aft milton wv	"at one meeting during the year" not "at the first meeting of the school year"	A/-	The policy was amended on July 17 to allow additional flexibility to faculty senates.
06-27	Denise Shipley	Faculty Senates need the ability to be well trained and get together as they	NA/o	All teachers and principals must

	Behavior Specialist Central Office Marion County Schools and AFT Member Rivesville WV	are going to be overseeing the interviews.		complete online training developed by the WVDE.
06-27	Cheryl Jolley First Grade Teacher Grant County Schools Petersburg WV	Section 7.1, 7.1.a.1, 7.1.b.1 -- teachers have been disenfranchised due to not being able to participate in the hiring process for 2013-14. There should not be a time limit of 2 hours for teacher participation in hiring -- this process may take longer if there are multiple applicants!	NA/-	Training has been available to all teachers since July 1. The Policy and the SB 359 were not effective until July 1. Further, the policy was amended on July 17 to allow additional flexibility to faculty senates. Up to 3 hours may be approved in certain circumstances.
06-27	Sharon Stone AFT Wv	Section 7.1.b.1.a define timely manner. This needs to be an exact number. Is it 1hour, 1day, 1week, or 1month?	NA/-	This is defined in 7.2.d.
06-27	Julia Teacher Nicholas County WV	"Timely Manner" needs defined. People who are involved in the hiring process must be trained prior to assisting in the hiring process. Qualified applicants should have the opportunity to interview.	NA/-	This is defined in 7.2.d.
06-27	Christina Teacher Morgantown wv	Require that all qualified applicants have the opportunity to interview for a position. Not allowing teachers to participate in the hiring process ignores state law as defined in 18-5A-5.	NA/-	A faculty senate may choose to interview all qualified applicants.
06-27	Cindy Strahin Teacher Preston County Schools Arthurdale WV	The comment should say "At one meeting during the year..." instead of "At the first meeting of each school year..."	A/+	The policy was amended on July 17 to allow additional flexibility for faculty senates.
06-27	Melissa Conley Teacher Morgantown WV	All qualified applicants should be interviewed before being recommended or selected to fill a vacancy.	NA/-	A faculty senate may choose to interview all qualified applicants.

06-27	Christy Gill Teacher AFT-WV Fayetteville WV	7.1, 7.a.1, and 7.1.b.1 Each section should state..."At the beginning of each year...." 7.1.a.1.B.2 should define timely manner	NA/-	The policy was amended on July 17 to allow additional flexibility for faculty senates. 7.2.d. contains the definition.
06-27	Concerned Parent Morgantown WV	Section 7.1, 7.1a.1 and 7.1.b.1 1. Instead of " At the first meeting of each school year...", it should say "At one meeting during the year..." 2. Teachers have been disenfranchised due to not being able to participate in the hiring process for the 2013-2014 year. 3. Not allowing teachers to participate in the hiring process ignores state law as defined in 18-5A-5. Section 7.1.b.1.B- State law 18-5A-5 says that the faculty senate committee shall consist of at least three members. This discretion creates ambiguity.	NA/-	The policy was amended on July 17 to allow additional flexibility for faculty senates. 7.2.d. contains the definition. Options other than committees may be chosen by the faculty senate.
06-27	Amanda Shelton Teacher Clay WV	Please change "first meeting" to "one meeting".	A/+	The policy was amended on July 17 to allow additional flexibility for faculty senates.
06-27	Neil Heard Executive Board Member AFT Berkeley Springs WV	7.1, 7.1.a.1, 7.1.b.1 Each section should state "At one meeting during the year..." Teachers have been disenfranchised due to not being able to participate in the hiring process for the 2013-2014 year. By not allowing teachers to participate in the hiring process, this disregards state law.	A/+	The policy was amended on July 17 to allow additional flexibility for faculty senates.
06-27	Rose Saunders Secretary AFT Marion County Local # 6209 Fairmont WV	7.1.a.1.A Should include At one meeting during the year..so this would not limit when. 7.3 If there are too many applicants, then it would not be fair to the applicants if it is time restraint. This should also allow the hiring committee to have the time to issue a valid interviewing process. No state board policy shows any principal can be limited to be paid but this shows teachers are limited to only a total of 3 hours all together!!!	A/+	The policy was amended on July 17 to allow additional flexibility for faculty senates.

06-27	Jackie Jacobs BD Teacher K-5 Putnam County Schools Hurricane WV	Section 7.1, 7.1.a.1 and 7.1.b.1 - The wording should say "At one meeting during the school year" not at the first meeting. Also, not allowing teachers to participate in the hiring process ignores state law as defined in 18-5A-5.	A/+	The policy was amended on July 17 to allow additional flexibility for faculty senates.
06-27	Patricia Snead teacher AFT Local 4444 Charleston WV	Proper time should be allowed so that the Faculty Senates have had time to meet and elect members for the hiring committes.	A/+	The policy was amended on July 17 to allow additional flexibility for faculty senates.
06-27	Connie Hardway Teacher AFT Cndeninle wv	1. It should say "At one meeting during the year..." 2. Teachers have been disenfranchised due to not being able to participate in the hiring process for the 2013-14 year. 3. Not allowing teachers to participate in the hiring process ignores state law as defined in S18-5A-5	A/+	The policy was amended on July 17 to allow additional flexibility for faculty senates.
06-27	Public School Teacher Berkeley Springs WV	7.2.e Applicants ready to be hired should be interviewed. There should always be an interview for those with potential.	NA/-	Faculty senates have the option to interview all qualified applicants.
06-27	Carrena Rouse President of Local and English Teacher AFT Boone Local #6101 St. Albans WV	Section 7.1 Not allowing teachers to participate in the hiring process ignores state law. Nothing in this policy or in statute requires that any applicant be interviewed prior to being recommended or selected to fill a vacancy and nothing requires that every applicant meeting the minimum qualifications of a posting be interviewed prior to being recommended or selected to fill a vacancy. However, the superintendent, principal, hiring committee, or single designee, as applicable, shall each have the authority to interview qualified job applicants at their discretion. A faculty senate may, but is not required, to adopt a policy permitting the superintendent or his or her designee to narrow the pool of qualified applicants to no fewer than three qualified applicants, unless fewer than three qualified individuals apply, who appear to be the most qualified based on an examination of the factors set forth in W.Va. Code.	A/+ NA/-	The policy was amended on July 17 to allow additional flexibility for faculty senates. Faculty senates have the option to interview all qualified applicants.
06-27	Public School Teacher AFT	Require that all qualified applicants have the opportunity to interview.	NA/-	Faculty senates have the option to interview all qualified applicants.

Fairmont WV

06-27 Matthew L. Bright Tunnelton WV	<p>7.1.a.1 states that the faculty senate should elect a committee. What happens this summer? Our school selected 3 members, but we were told there was no training scheduled right now as of the last day of school. How do the new applicants get hired this summer?? Does the faculty senate forfeit their right to interview because of false/no information?</p> <p>7.3 (Page 7) "... in no event shall a teacher be entitled to payment for more than 2 hours per four qualified applicants..."</p> <p>This policy states that regardless of the number of applicants for a position, that a teacher will not be compensated for more than 3 hours of work. In certain circumstances, it will take more than 3 hours of work, especially if the most qualified candidate is the desired outcome. If the teachers are asked to "rush through" and not be compensated properly in these circumstances, than again, the whole purpose of this bill has been thrown out the window.</p>	NA/-	<p>The policy was amended on July 17 to allow additional flexibility for faculty senates.</p> <p>Three hours will generally be sufficient for all openings.</p>
06-27 Kristie AFT Randolph Skidmore Elkins WV	<p>It is recommended to say "AT ONE MEETING DURING THE YEAR Not allowing teachers to participate in the hiring process ignores state law as defined in 18-5A-5</p>	A/+	<p>The policy was amended on July 17 to allow additional flexibility for faculty senates.</p>
06-27 Jason Zyla Teacher, Secondary AFT-Wood County Parkersburg wv	<p>It should be written to say "At one meeting during the year". Not allowing teachers to participate in the hiring process ignores the state law as stated in 18-5A-5.</p>	A/+	<p>The policy was amended on July 17 to allow additional flexibility for faculty senates.</p>
06-27 Paula Marco elementary teacher AFT Randolph Elkins WV	<p>It should say "at one meeting meeting during the year". Teachers have been disenfranchised due to not being able to participate in the hiring process for the 2013=14 year. Not allowing teachers to participate in the hiring process ignores the state law as defined in 18-5A-5. Needs to define "timely manner" Is it 2 hrs., 2 days, 2 weeks? People involved in hiring process must be trained prior to assisting in hiring process.</p>	A/+	<p>The policy was amended on July 17 to allow additional flexibility for faculty senates.</p> <p>The definition is found in 7.2.d.</p>
06-27 Hannah Morris Math teacher	<p>Not allowing teachers to participate in the hiring process ignores state law. Also state law 18-5A-5 says that the faculty senate committee shall</p>	A/+	<p>The policy was amended on July 17 to allow additional flexibility</p>

Aft Reader WV	<p>consist of at least 3 members.</p> <p>7.1.a.1.B.2 timely manner needs to be defined. Is it 2 days, 2 weeks? People involved in the hiring process must be trained prior to the hiring process.</p> <p>7.2.e require that all qualified applicants have the opportunity to interview</p> <p>Withdrawal the policy procedure permitting the superintendent or designee to narrow the pool of qualified candidates. Section 7.3 We say we want highly qualified teachers... But you don't want to pay the teachers to interview applicants? Some jobs have over 20 applicants and it takes a reasonable amount of time and effort to review applications and make a recommendation. Compensation should be granted for the goal amount of time taken to fill each position. Section 7.1.b.1.A and Section 7.1.b.1.B</p> <p>State law 18-5A-5 says that the faculty senate committee shall consist of at least three members .</p>		<p>for faculty senates.</p> <p>7.2.d. contains the definition.</p> <p>Faculty senates have the option to interview all qualified applicants.</p>
06-27 Michelle Liga Teacher AFT-Preston 6430 Kingwood WV	<p>This discretion creates ambiguity.</p> <p>7.1.a.1.B.2 Need to define "timely manner" People who are involved in hiring process must be trained prior to assisting in the hiring process.</p> <p>7.3 Given the example of multiple applicants applying for the same position, a true validity of given criteria for a position should not be limited to a specified amount of time spent on the hiring committee.</p>	NA/-	<p>Option other than committees are available to faculty senates.</p> <p>7.2.d. contains the definition.</p> <p>Generally, 3 hours should be sufficient for all openings.</p>
06-27 Andrew Weekley Teacher	<p>Define "timely manner."</p>	NA/-	<p>7.2.d contains the definition.</p>

AFT-WV
Fairmont WV

7.2.e

This section states that a principal or hiring committee does not have to interview an applicant before recommending them. All applicants should be interviewed before a recommendation can be made. Since these recommendations are double weighted in the hiring criteria, all applicants need to be considered. This allows for "friends and family" to sneak in. A principal or hiring committee can recommend a friend with the MINIMUM qualifications when there are other candidates more suited for the job. There needs to be an interview performed before being allowed to recommend.

This section also states that the superintendent, if allowed by the faculty senate, may narrow down the applicants to no less than 3. This gives the superintendent the power to give "friends and family" a better chance of getting a job. He can pull the applicant he wants and put it with other applicants that may be less qualified, thus giving a leg up for the "chosen" applicant. This power of the superintendent needs to be removed. All qualified applicants should be given the opportunity for an interview. If an applicant is prematurely judged based on paper, then the most qualified applicant may not be hired for the position.

1. Faculty Senate should establish a team at one meeting during the school year, not only the first.

2. Not allowing teachers to participate in the process ignores state law as defined in 18-5A-5.

3. As currently stated, teachers will be disenfranchised during the process for the 2013-2014 school year.

4. Stae law 18-5A-5 states that a faculty senate committee shall consist of at least three members.

A faculty senate has the option to interview all qualified applicants.

NA/-

A faculty senate is not required to allow the applicant pool to be narrowed.

The policy was amended on July 17 to allow additional flexibility for faculty senates.

A/+

Options other than committees are available to faculty senates.

06-27 Rachel Bilek
Member
AFT
Huntington WV

06-27 Angie Turkelson
Teacher
Conner Street
Elementary
Hurricane WV

06-27	Crystal Lindsey teacher AFT Rivesville WV	Needs to be take into consideration when hiring a person.	N/o	
		Sections 7.1, 7.1.a.1 and 7.1.b.1 - Each section begins with "At the first meeting of each school year..." This leaves out teachers due to not being able to participate in the hiring process for the 2013-14 year and therefore ignores state law as defined in 18.5A.5. Section 7.2.b - The policy states that "A faculty senate hiring committee or single designee may consider and make recommendations after reviewing the application materials provided without participation in an interview." This is an unacceptable business practice! 7.1.b.1.A and 7.1.b.1.B - These sections give the single designee the power to appoint faculty of their choosing to "help" in the recommendation process - this discretion creates ambiguity. 7.3 - The time limits for the hiring process are not necessarily realistic depending on the number of applicants. So, given the example of multiple applicants applying for the same position, a true validity of given criteria for a position should not be limited to a specified amount of time. A reasonable amount of time must be given, and a teacher shall be compensated for each hour of actual time spent on the hiring committee.	A/+	The policy was amended on July 17 to allow additional flexibility for faculty senates. A faculty senate may choose to interview all qualified applicants. Generally, three hours should be sufficient for each opening.
06-27	Jan Jonese Public School Teacher Green Bank West	poilicy should state "at one meeting during the year"	NA/-	
06-27	Jeanette Redden Title One Teacher AFT-Fayette County Danese WV	due to this teachers would not be allowed to participate in the hiring process	A/+	The policy was amended on July 17 to allow additional flexibility for faculty senates.
06-27	Beth Kitzmiller Teacher AFT Cowen WV	Section 7.2.e *Dispite the fact that administrators are required to interview applicants prior to submitting recommendations *Withdaw the policy procedure permitting the superintendent or designee to narrow the pool og qualified candidates *Require that all qualified applicants have the opportunity to interview	NA/-	Faculty senates are not required to allow the applicant to be narrowed. A faculty senate can choose to interview all qualified applicants.
06-27	Carolyn Allen	This does not allow faculty senate to take a role in hiring before the start	A/+	The policy was amended on July

	<p>teacher AFT Charleston wv</p>	<p>of the 2013-14 school year.</p>		<p>17 to allow additional flexibility for faculty senates.</p>
06-27	<p>cara richards member aft milton wv</p>	<p>7.2 e in this section it seams particularly vague on a couple of things stated. the first of which the faculty senate, principal, assistant , being able to interview who they want and when they want out of any applicants at their own discretion. there should be a clearly stated process of this procedure and a collaborated effort of the interviews.</p> <p>the other issue in this same section is the statement that the faculty senate may opt to allow the superintendent to narrow the applicants to no less than three applicants. i do not feel that this should be in any way allowed. Every person that submits an application should have as equal of an opportunity as any other applicant.</p>	NA/-	<p>Interviews with the principal and faculty senate will occur together.</p> <p>A faculty senate is not required to permit the applicant pool to be narrowed.</p> <p>A faculty senate may choose to interview all qualified applicants.</p>
06-27	<p>Barbara Green teacher Harman School Elkins WV</p>	<p>Every person should also have interviews before recommendations.</p> <p>7.1,7.1.a.1, 7.1.b.1 Each one of these sections begins with "At the first meeting of each school year..." I believe it should say "At one meeting during the year..." It should be up to the faculty senate which meeting they do this. My faculty senate acted at the last meeting of the 2012-2013 school year, so we are already set.</p> <p>7.1.a This entire section could be made more clear if the following options were listed at the beginning of this section. At the meeting to establish a process for the hiring recommendations, one of the following must be selected: 1) No involvement 2) Single designee can select three or more faculty senate members to work with in the process. 3) Select one of two committees a) a three member committee with a chair or b) a committee of no less than 7 or more than 11 members with a committee chair.</p> <p>7.1.b.1.A and B State law 18-5A-5 says that the faculty senate committee shall consist of AT LEAST three members.</p> <p>7.1.a.1.B.2 What does a "timely manner" mean?</p>	A/+	<p>The policy was amended on July 17 to allow additional flexibility for faculty senates.</p> <p>The options are defined in the Policy.</p> <p>Options other than committees are available to faculty senates.</p> <p>A faculty senate may choose to</p>

		<p>7.1.b.1.A If a single designee fails to select additional faculty senate members for the committee, it should Not invalidate the committee's recommendation.</p>		interview all qualified applicants.
06-27	<p>Denise Sharp Teacher AFT WV Marlinton WV</p>	<p>7.2.e All qualified applicants should be afforded the interview. No one should be permitted to narrow the pool of candidates. This could be problematic when it comes to 7.3, which limits the payment to faculty senate members. The intent of the legislators was that teachers should be compensated for the time that they work on these committees. If they are under time constraints, the best decision may not be made.</p> <p>The hiring committee needs to be appointed at the end of each school year and in place for 12 months because most hiring takes place during the summer while teachers are not under contract to work. The committee also needs to be decided upon when a hiring interview is scheduled. Example: When hiring an 8th grade math teacher the interview team was made up of the 7th and 6th grade math teachers, a current 8th grade teacher, the counselor and the principal.</p>	NA/o	This is permissible under the Policy.
06-27	<p>Andy Bird Educator Hurricane WV</p>	<p>This opportunity has not been given to faculty senate for the 2013-2014, despite the fact that it is in code. This policy was not taken up until schools were dismissed for the summer. As a result, many jobs may be filled without the input of the staff as determined by WV code. Ample time was given for the WVBOE to address this situation and alert faculty senates of the options provided due to the implementation of the policy during the summer months. However, the WVBOE failed to do so, jeopardizing student success by not providing the most qualified applicant.</p>	A/+	The policy was amended on July 17 to allow additional flexibility for faculty senates.
06-27	<p>Lisa Austin Teacher Chamberlain Elem School Charleston WV</p>	<p>7.1: This section requires the faculty senate to set up a process at the first meeting of each school year. For the 2013-2014 school year, there needs to be a provision added that provides for faculty senates to have the opportunity to learn about the new policy and to have its provisions clarified before establishing that year's process. For many teachers, the faculty senate meeting will be the first time they will learn of this policy. Asking the faculty senate to vote on such an important issue without a</p>	A/+	The policy was amended on July 17 to allow additional flexibility for faculty senates.

complete understanding of the ramifications and procedures is counter to the intent of the law, which is to "allow teachers to be meaningfully involved in the hiring recommendation process in an open and honest manner..." as stated in this document, section 126-110-6.6.

The safeguard for faculties against a principal whom they believe is hiring the wrong person for the wrong reason already exists. They simply recommend their candidate. Their 2 points cancel out the principal's 2 points and then it reverts back to the first 9 criteria. The policy, as is, empowers faculties and principals to collaborate and make LOCAL decisions that best meet the needs of their students. Why would anyone not embrace such empowerment. Who knows better than the people who work at the school every day. If they agree it is a strong indicator that they have the right person. If not, no harm no foul. We hire the person at the top of the list based on 1-9.

As a parent, I commend the process by allowing fellow teachers to be part of the process. However, I am also concerned that this policy is now taking effect during the summer break and it is my understanding that the key group is left out due to the quick implementation. I feel my children could possibly be cheated by not having the best teacher because fellow teachers are unable to provide input during the summer.

7.1 – This section of the policy proposal is far too restrictive on the Faculty Senate options regarding involvement in the hiring process. The process should not be limited to the few select options. Faculty Senates should be able to adopt their own process for participating, not just pick from the few the WVDE provides.

7.2.e – The procedure for permitting the superintendent or designee to narrow applicant pool is far too vague and appears to be left to the discretion of the Faculty Senate. How could a FS possibly deal with a vacancy that has 125 applicants or more as some positions do? The volume of applicants and the time needed to work the applications and interviews will be excessive for the FS. The central office should be required to look at items 1-9 (18A-4-7a-b) and pass along only the top 5

07-03 Mike Kelley
President
WVASSP
Charleston WV

N/+

07-04 Kim Phelps
Hurricane WV

A/+

The policy was amended on July 17 to allow additional flexibility for faculty senates.

07-09 David R. McQuain
Senior Social Studies
Teacher at University
High
Monongalia County
BOE
Morgantown WV

NA/-

The processes and procedures set forth in this policy are designed to be effective and consistent among schools and counties and are designed to avoid litigation or grievance. Consistency among schools in choosing options furthers this goal, however, individual schools are given the flexibility to choose an option that best meets their individual needs.

applicants. That process should not vary from school to school within the county based upon the vote of the FS.

7.3 – Compensation should be for ACTUAL TIME INVOLVED in the hiring process and NOT LIMITED to 2 or 3 hours. Compensation should extend to work beyond the 8 hour day. Those teachers involved should receive THEIR DAILY RATE and not just some lower level of compensation. Please make sure that this is fully paid compensation and not some deal arranged by the principal or other supervisory personnel, not limited to the superintendent.

7.1.a A Faculty Senate is to meet before school and select the process they will use, if they choose to participate. They may only change the process at the conclusion of the semester. Again, the Faculty is really given no leeway to create a process for hiring that will benefit the individual school.

7.2.c.3 The Faculty Senate should be able to make their hiring decision separate from the principal and they should also be able to participate in a separate interview where the principal is not in attendance.

7.3 Teachers being paid their hourly rate is a good part of the policy. However, having participate in many interviews over the years, interviews may take much, much longer than two or three hours. Hourly rate should be paid for the actual time that the interview(s) take place.

7.1 - This section of the policy is far too restrictive on the Faculty Senate options regarding the participation in the hiring process. The process should not be limited to the few select options. Faculty Senates should be

A faculty senate is not required to allow the applicant pool to be limited.

Generally, three hours will be sufficient for all openings.

The processes and procedures set forth in this policy are designed to be effective and consistent among schools and counties and are designed to avoid litigation or grievance. Consistency among schools in choosing options furthers this goal, however, individual schools are given the flexibility to choose an option that best meets their individual needs.

A faculty senate is permitted to make hiring decisions separate from the principal.

Generally, three hours will be sufficient for all openings.

The processes and procedures set forth in this policy are designed to be effective and consistent among

07-09 Eileen Poling
County-wide teacher of
gifted
Tucker County Schools
Parsons WV

07-11 Dale Lee
President
WVEA

NA/-

NA/-

Charleston WV

able to adopt their own process for participation, not just pick from the ones the WVDE chooses.

7.2.e The procedure for permitting the superintendent or designee to narrow the applicant pool is far too vague and appears to be left to the discretion of the Faculty Senate. How could a FS possibly deal with a vacancy that has 125 applicants or more as some positions do? The volume of applicants and the time needed to work the applications and interviews will be excessive for the FS. The central office should be required to look at the items 1-9(18A-4-7a-b) and pass along only the top 5 applicants. That process should not vary from school to school within the county based upon the vote of the FS.

7.3 Compensation should be for actual time involved in the hiring process and not limited to 2 or 3 hours. Compensation should extend to work beyond the 8 hour day.

schools and counties and are designed to avoid litigation or grievance. Consistency among schools in choosing options furthers this goal, however, individual schools are given the flexibility to choose an option that best meets their individual needs.

A faculty senate can allow the pool of applicants to be narrowed for them.

Generally, three hours will be sufficient for all openings.

The processes and procedures set forth in this policy are designed to be effective and consistent among schools and counties and are designed to avoid litigation or grievance. Consistency among schools in choosing options furthers this goal, however, individual schools are given the flexibility to choose an option that best meets their individual needs.

A faculty senate can allow the pool of applicants to be narrowed for them.

Susan Grady
Director of Personnel

As stated above, the most efficient process would be a uniform procedure used by all Faculty Senates in the county.

07-11 Services
Mineral County Schools
Keyser WV

For some job postings, we could receive 30 to 40 applications. There should be a system for screening the applicant pool.

NA/-

<p>07-13 Susan Lattimer Adkins Grievance Manager WV Professional Educators Huntington WV</p>	<p>7.1 - This is too prescriptive - refer to comments under sections 5 and 6. Please allow faculty senate's the freedom, as currently provided for in WV Code 18-5A-5(b)(2), to establish a process that works for them. This should be revised to read: "A faculty senate wishing to submit recommendations to the principal may utilize one of the processes set forth below or another process established by the faculty senate. These suggested processes and procedures are designed to be effective . . ." The last sentence under 7.1 should be revised to read: "Nothing herein shall be construed to require a faculty senate to participate in the recommendation process, however, failure to participate will cause the right of the faculty senate to be forfeited."-(remove the phrase "as provided below") 7.1.a.1. - change "shall" to "may" 7.1.b.1. - change "shall" to "may" 7.1.b.1.A. - change "shall" to "may" 7.1.b.1.B. - change "shall" to "may"</p>	<p>NA/-</p>	<p>The processes and procedures set forth in this policy are designed to be effective and consistent among schools and counties and are designed to avoid litigation or grievance. Consistency among schools in choosing options furthers this goal, however, individual schools are given the flexibility to choose an option that best meets their individual needs.</p>
<p>07-14 Stacey Strawderman Teacjer TEACHER Fairmont wv</p>	<p>We are professionals! Let faculty senate's decide which method is best for them. We appreciate your input and some schools may need more recommendations than others. But many schools have already figured out how they want to handle the process. Let the Faculty Senate's decide what is best for their schools. Many smaller schools in our area decided at the last faculty senate meeting of the year to make the whole school the committee and have panels for each position being considered with 3-5 members on the panel. The panel would consist of the teachers closest to the position. If it's a 6th grade position, the 6th grade teachers will be on the panel.</p>	<p>NA/-</p>	<p>The processes and procedures set forth in this policy are designed to be effective and consistent among schools and counties and are designed to avoid litigation or grievance. Consistency among schools in choosing options furthers this goal, however, individual schools are given the flexibility to choose an option that best meets their individual needs.</p>
<p>07-14 Melanie Donofe President Hancock County Education Association</p>	<p>Guess everyone will be, for lack of a better expression, kissing up to all faculty senate presidents so they get the recommendation. This goes back to the good old boys club way of getting jobs. Not who has better credentials.</p>	<p>NA/-</p>	<p>The Faculty Senate members who will participate in making hiring recommendations are chosen by vote of the full Faculty Senate.</p>

Weirton Wv

Thus, a Faculty Senate can choose representatives who are trusted and ethical.

Training has been available to all teachers since July 1. The Policy and the SB 359 were not effective until July 1. Further, the policy was amended on July 17 to allow additional flexibility to faculty senates.

07-15 Gail Boone
Teacher
Cabell County Schools
Huntington WV

How does the timing of this, i.e. semester by semester, first meeting of year, etc. fit other time tables? Because of timing and required training, will young teachers and transferred teachers be excluded from the process?

NA/o

As a classroom teacher in a WV elementary school, I appreciate Policy 5000 and most of its components. I do, however, have a few concerns with the Faculty Senate Recommendation Process. Although there are three possibilities for committee configurations listed in the policy, I propose a better option. First, most all schools—whether they are elementary or secondary—have teachers who work together in “teams” (grade level, departments, or other configurations). I feel that the interview process should always include the members of the affected team—ie: when hiring for a second grade job, the second grade team members should be included; when hiring for a middle school English teacher, other members of the English department or “team”, should be included in the interview process, etc... As the policy now stands, the faculty senate would have to choose to have either a single designee, a group of three or a group of seven/eleven. In a very small school, it could be possible that a group of eleven could include all faculty members from each grade level—although this would not be the case in most schools. For instance, if a school chose the group of 3 option and their committee included one teacher each from 3rd, 4th and 5th grades—would they truly be able to choose the best candidate for a school’s Kindergarten opening?—or would the other Kindergarten teachers be best equipped to determine the most effective “fit” for their team from the eligible

07-15 Terri Gunter
NBCT, 2nd Grade
Teacher
Raleigh County Schools
Mt. Hope WV

NA/-

The Policy does have the flexibility to accommodate these concerns with the options offered, particularly if the single designee option is utilized.

candidates? In a middle/high school setting, it would be possible that a biology teacher, a driver's education teacher and a P.E. teacher might be the three teachers sitting on the committee—would they be the best to successfully choose an addition to the English department? Or would the other teachers in the English Department be able to choose the best candidate to complete their team?

I would ask that the policy be changed so that the “committee” includes ALL professional teachers. The Faculty Senate could choose one member of their faculty as the “committee chair”. When a classroom vacancy was to be filled, the principal, committee chair and the other members of the grade level /subject team would be included in the interview process. In this way, third grade teachers—along with the committee chair and principal—would be included in the hiring process of a new third grade team member, the first grade teachers would be included in the process of hiring a new first grade teacher, etc....

§126-110-8 Training for Faculty Senates and Principals

06-14	tony nichols Craigsville WV	Glad there is training required	N/+	
06-14	Donna Yanego Teacher Marion County Teacher Fairmont WV	Best practice and latest research should be shared with teachers during faculty senates.	NA/o	All teachers and principals must complete online training developed by the WVDE.
06-14	Pam Pitrolo Teacher Marion County Schools Fairmont WV	Training is a must if this is going to be the way teachers will be hired. Pay should be offered, as well as a choice for CE credit or pay. Some teachers already have their 12 hours in for next year plus opening day meetings will give them the required CE credits.	NA/o	All teachers and principals must complete online training developed by the WVDE and will be compensated for up to one hour.
06-14	Lee Anne Rozzell Classroom kindergarten teacher Logan County Schools Man WV	Needed.	N/o	

06-15	Margaret Ann Bays Title Teacher Raleigh County Beckley WV	I think principals should have a solid education on the subject of human resources, management and business. Most come out of the classroom clueless how to manage.	NA/-	All teachers and principals must complete online training developed by the WVDE regarding hiring practices. Other training for principals is handled through preparation programs or CPD.
06-16	Mary Jo Jividen Teacher Putnam county schools Winfield Wv	This policy takes effect on July 1st; however, faculty senate and principals must be trained. How will this training be available within that time frame?	NA/-	Training has been available to all teachers since July 1. The Policy and the SB 359 were not effective until July 1. Further, the policy was amended on July 17 to allow additional flexibility for faculty senates.
06-17	R. Jay Yeager Assistant Superintendent Wetzel County Schools New Martinsville WV	This is the part of the new law that is lacking. When will it happen? Our county has had 31 retirements and resignations with more expected. Jobs need to be filled. If we wait too long then there will be empty classrooms come August. The prudent thing would be to delay this process one school year and allow adequate training to take place. The old hiring practices could be used until that occurs.	NA/-	SB 359 provided that the legislative changes would be effective July 1, 2013.
06-17	Angela Gumm Principal Hinton Area Elementary Hinton WV	We have not had the training yet, but need to get positions filled at our school.	NA/-	Training has been available to all teachers since July 1. The Policy and the SB 359 were not effective until July 1. Further, the policy was amended on July 17 to allow additional flexibility for faculty senates.
06-17	Dr. Clarence Harvey, Jr. member School Board Morgantown WV	Absolutely essential! Without this component, this dog wont hunt!	N/+	

06-19 Dee Hendrick clerk Fayetteville wv	A brief training should be provided for the faculty senates and principals. Although, personally, I am appalled at the amount of time spent taking staff out of the classroom for trainings. The cost of substitutes, the planning time for the teacher that has to be out of the classroom, the quality of education for the students left with a substitute, and the disruption is fruitless. There should be other opportunities or a way to streamline this process more effectively. The stipends offered, possibly for weekend trainings, would be more efficient instead of hiring all those substitutes. We have had multiple problems with the days that substitutes are in place for the safety of students....custody issues that the sub was not aware of, allergies, bus issues, etc.	NA/-	Teachers and principals are required to complete online training developed by the WVDE. It is designed to last approximately one hour. Teachers will be compensated for this training if it occurs outside of the regular work day.
06-21 Suzy Buckland Retired teacher WVEA Oceana WV	I had a former principal who refused to attend trainings, especially when Berlin McKinney Elementary was on probation.	NA/-	Teachers and principals are required to complete online training developed by the WVDE.
06-26 Marsha Lockhart Iaeger WV	I am glad training would be implemented first.	N/+	
06-27 Kathryn Komar teacher/member Monongalia County Schools & AFT-WV Morgantown WV	Why do principal's training have to be completed by September 1st? Doesn't this mean that they are unable to participate in any hiring that occurs before then? And why is it listed as compensation to not exceed (at most) 3 hours? What if the process goes for 5 hours? Is it right to ask them to work without compensation?	NA/-	Principals have already received some training as they have participated in hiring previously. Thus, they were given longer to complete the new WVDE developed training.
06-27 jj teacher aft fairmont wv	Principals and teachers should share the same deadline for training.	NA/-	Principals have already received some training as they have participated in hiring previously. Thus, they were given longer to complete the new WVDE developed training.
06-27 Stacia 1st grade teacher	Needs to be done before actually hiring people.	NA/-	Teachers and principals are required to complete online

	AFT WV Marion County Fairmont WV			training developed by the WVDE.
06-27	Kelly Link teacher AFT-Marion Fairmont WV	Where is the pipeline for information to teachers about the training? It is unreasonable to expect this to be filtered down to the teachers via the principal when the principal has a role completely (by design) separate from the teachers. The appearance is that this is a training system that is designed to fail.	NA/-	Teachers and principals are required to complete online training developed by the WVDE.
06-27	elissa neal cabell aft vice president wv aft milton wv	why should principals be given until sept. 1 to complete interview training and teachers must have theirs completed by the time school starts?	NA/-	Principals have already received some training as they have participated in hiring previously. Thus, they were given longer to complete the new WVDE developed training.
06-27	Denise Shipley Behavior Specialist Central Office Marion County Schools and AFT Member Rivesville WV	Who is going to be trained? And who is going to do the training?	NA/o	All teachers and principals will be required to complete the online training developed by the WVDE.
06-27	Bryon Folk Teacher AFT Morgantown WV	Why are the principals given until September 1 to complete training, but teachers have to complete the training by the time the school year starts?	NA/-	Principals have already received some training as they have participated in hiring previously. Thus, they were given longer to complete the new WVDE developed training.
06-27	Christina Teacher Morgantown wv	I'm a teacher and was not notified about the training or training deadline for hiring new teachers. Why are the principals given until Sept. 1st to complete training while teachers must complete the training before school starts? Principals and teachers should have the same training deadline. How can principals hire when they haven't been trained?	NA/-	Principals have already received some training as they have participated in hiring previously. Thus, they were given longer to complete the new WVDE

06-27	Cindy Strahin Teacher Preston County Schools Arthurdale WV	Why are the principals given until Sept. 1st to complete training while teachers must complete the training before the school year starts? Principals and teachers should have the same training deadline.	NA/-	developed training. All teachers have been notified of the training by the WVDE via email. Principals have already received some training as they have participated in hiring previously. Thus, they were given longer to complete the new WVDE developed training.
06-27	Melissa Conley Teacher Morgantown WV	Teachers in all counties have not been made aware of this training or the deadline.	NA/-	Email communication about the training has been sent to all WV teachers. Principals have already received some training as they have participated in hiring previously. Thus, they were given longer to complete the new WVDE developed training.
06-27	Christy Gill Teacher AFT-WV Fayetteville WV	Why are the principals given until September 1st to complete training while teachers must complete the training before the school year? They should have the same deadlines.	NA/-	Principals have already received some training as they have participated in hiring previously. Thus, they were given longer to complete the new WVDE developed training.
06-27	Concerned Parent Morgantown WV	"Why are the principals given until September 1st to complete training while teachers must complete the training before the school year starts? Principals and teachers should have the same training deadline." How can principals hire when they haven't been trained?	NA/-	Principals have already received some training as they have participated in hiring previously. Thus, they were given longer to complete the new WVDE developed training.
06-27	Amanda Shelton Teacher Clay WV	Why do principals have until September while teachers have a shorter time frame in which to be trained?	NA/-	Principals have already received some training as they have participated in hiring previously. Thus, they were given longer to complete the new WVDE developed training.
06-27	Rose Saunders	8.1 Should be allowed to not be rushed to be valid for the training to be	NA/-	Principals have already received

<p>Secretary AFT Marion County Local # 6209 Fairmont WV</p>	<p>justified...and if more time is allowed does it mean after you have done the training and the hour is up but not finished, does it mean the training is not complete? 8.3 Principals are not to be trained till Sept. 1, and teachers can be trained July 1, but schools will probably appoint the hiring committee during the beginning of school..So if principals are not trained till Sept. 1, how can they interview anytime before their designated time if not trained???</p>		<p>some training as they have participated in hiring previously. Thus, they were given longer to complete the new WVDE developed training.</p>
<p>06-27 Jackie Jacobs BD Teacher K-5 Putnam County Schools Hurricane WV</p>	<p>Why are principals given until September 1st to complete training while teachers must complete their training before the school year starts???? How can principals hire if they have not been trained???</p>	<p>NA/-</p>	<p>Principals have already received some training as they have participated in hiring previously. Thus, they were given longer to complete the new WVDE developed training.</p>
<p>06-27 Patricia Snead teacher AFT Local 4444 Charleston WV</p>	<p>Adequate time and training should be given for the Faculty Senates to participate in the hiring process.</p>	<p>NA/-</p>	<p>All teachers and principals must complete online training developed by the WVDE.</p>
<p>06-27 Connie Hardway Teacher AFT Cndeninle wv</p>	<p>1. "Why are the principals given until September 1st to complete training while teachers must complete the training before the school year starts? Principals and teachers should have the same training deadline." 2. "How can principals hire when they haven't been trained?"</p>	<p>NA/-</p>	<p>Principals have already received some training as they have participated in hiring previously. Thus, they were given longer to complete the new WVDE developed training.</p>
<p>06-27 John Park Sir Braxton County High School Glennville West</p>	<p>Proper training usually extends past an hour of time and FS designee should be compensated for all the time it takes to train properly.</p>	<p>NA/-</p>	<p>The online training developed by the WVDE is designed to be completed within one hour.</p>

06-27	Carrena Rouse President of Local and English Teacher AFT Boone Local #6101 St. Albans WV	Why are principals given until September 1st but teachers must complete the training before school starts?	NA/-	Principals have already received some training as they have participated in hiring previously. Thus, they were given longer to complete the new WVDE developed training.
06-27	Public School Teacher AFT Fairmont WV	Why are the principals given until September 1st to complete the training while teachers must complete the training before the school year starts? Principals and teachers should have the same training deadline. How can principals hire when they haven't been trained?	NA/-	Principals have already received some training as they have participated in hiring previously. Thus, they were given longer to complete the new WVDE developed training.
06-27	Matthew L. Bright Tunnelton WV	8.3 Principals have until September 1 to do training? I thought this law goes into effect on July 1st? What about the months of July and August?	NA/-	Principals have already received some training as they have participated in hiring previously. Thus, they were given longer to complete the new WVDE developed training.
06-27	Kristie AFT Randolph Skidmore Elkins WV	PRINCIPALS AND TEACHERS SHOULD HAVE THE SAME TRAINING DEADLINE.	NA/-	Principals have already received some training as they have participated in hiring previously. Thus, they were given longer to complete the new WVDE developed training.
06-27	Jason Zyla Teacher, Secondary AFT-Wood County Parkersburg wv	Principals and anyone included in the hiring process should be trained with WVDE approved training program.	NA/-	Principals and teachers are required to complete the WVDE online training.
06-27	Paula Marco elementary teacher AFT Randolph	Why are the principals given until Sept. 1 to complete training while teachers must complete training before the school year starts? Principals and teachers should have the same training deadline.	NA/-	Principals have already received some training as they have participated in hiring previously.

	Elkins WV				Thus, they were given longer to complete the new WVDE developed training.
06-27	Hannah Morris Math teacher Aft Reader WV	Principals and teachers should have the same training deadline. How can they hire without being trained but I can't?	NA/-		Principals have already received some training as they have participated in hiring previously. Thus, they were given longer to complete the new WVDE developed training.
06-27	Chad Davidson teacher AFT-WV Fairmont WV	Principals have to Sept 1 to be trained how can they be a part of the hiring process if they have not been trained. Will the school year start with vacancies until this is done?	NA/-		Principals have already received some training as they have participated in hiring previously. Thus, they were given longer to complete the new WVDE developed training.
		8.1 and 8.3			
06-27	Michelle Liga Teacher AFT-Preston 6430 Kingwood WV	Why are the principals given until Sept 1st to complete training while teachers must complete the training before the school year starts? Principals and teachers should have the same training deadline.	NA/-		Principals have already received some training as they have participated in hiring previously. Thus, they were given longer to complete the new WVDE developed training.
		How can principals hire when they haven't been trained?			
		8.1 and 8.3			
06-27	Rachel Bilek Member AFT Huntington WV	8.1 states that the teachers that are involved in the hiring process need to have an interview training completed before the 2013-2014 school year, which starts in August. However, 8.3 states that principals are given until September 1st to complete the interview process. This alludes to the idea that the principal can hire those last few "friends and family" before committing to the proper interview procedures. If the teachers are held to a deadline at the beginning of the school year, then the principal needs to be held to the same deadline.	NA/-		Principals have already received some training as they have participated in hiring previously. Thus, they were given longer to complete the new WVDE developed training.

<p>06-27 Angie Turkelson Teacher Conner Street Elementary Hurricane WV</p>	<p>1. Both principals and faculty senate should have until September 1st to be trained on the hiring process.</p> <p>2. If teachers hold an administrative certifiicate and have been through the same hiring process training that current principals have, then they should be considered "trained" as well and meet the training requirements to participate in the process.</p>	<p>NA/-</p>	<p>Principals have already received some training as they have participated in hiring previously. Thus, they were given longer to complete the new WVDE developed training.</p>
<p>06-27 Crystal Lindsey teacher AFT Rivesville WV</p>	<p>Needs training before the laws comes into affect.</p>	<p>NA/-</p>	<p>Training has been available to all teachers since July 1. The Policy and the SB 359 were not effective until July 1. Further, the policy was amended on July 17 to allow additional flexibility for faculty senates.</p>
<p>06-27 charles redden aftwv meadow bridge wv</p>	<p>Why do principals get until September 1st to finish training and teachers have to complete it before the school year starts? Information on this training and what it entails has not been forthcoming. How can you expect teachers to have the training before the school year starts when no explantion of how to get training and the fact that we are on break until school starts.</p>	<p>NA/-</p>	<p>Principals have already received some training as they have participated in hiring previously. Thus, they were given longer to complete the new WVDE developed training.</p>
<p>06-27 Beth Kitzmiller Teacher AFT Cowen WV</p>	<p>why are the principals given until September 1st to complete training while teachers must complete the training before the school year starts? Principals and teachers should have the same training deadline. How can principals hire when they haven't been trained yet?</p>	<p>NA/-</p>	<p>Principals have already received some training as they have participated in hiring previously. Thus, they were given longer to complete the new WVDE developed training.</p>
<p>06-27 Carolyn Allen teacher AFT Charleston wv</p>	<p>Principals should be required to complete training before September 1st, seeing that most of the hiring for the 2013-14 school year will be completed before this date.</p>	<p>NA/-</p>	<p>Principals have already received some training as they have participated in hiring previously. Thus, they were given longer to complete the new WVDE developed training.</p>

06-27	cara richards member aft milton wv	8.1 & 8.3 teachers having to complete training for this new hiring process by the beginning of the school year would be ok however. allowing principals to have until september 1st seem completely uncalled for and makes no sense.	NA/-	Principals have already received some training as they have participated in hiring previously. Thus, they were given longer to complete the new WVDE developed training.
06-27	Barbara Green teacher Harman School Elkins WV	Principals and faculty senate teachers should have the same deadline for training.	NA/-	Principals have already received some training as they have participated in hiring previously. Thus, they were given longer to complete the new WVDE developed training.
06-27	Andy Bird Educator Hurricane WV	Training was not provided before the implementation of the policy. Training opportunities are not yet available, as the policy, is now in effect. This appears to be a failure of leadership of the WVBOE. If the policy is to take effect, all portions of the bill should be ready to go. Unfortunately, the timing of the WVBOE's decision to put out this policy following the school year, indicates that this may have been planned to allow confusion about this policy.	NA/-	Training has been available to all teachers since July 1. The Policy and the SB 359 were not effective until July 1. Further, the policy was amended on July 17 to allow additional flexibility for faculty senates.
07-03	Mike Kelley President WVASSP Charleston WV	Only those teachers selected by the faculty senate need to be trained. We hope the WVBOE and the WVDE will direct counties to pay for training. Many schools can't take on that financial burden.	NA/-	The WVDE will reimburse counties for the cost of training.
07-04	Kim Phelps Hurricane WV	I am glad training is being provided for interviews.	N/+	
07-04	Denver Drake Principal Braxton County Middle School Sutton West	I am concerned about who will pay teachers for their participation in the interview process. This is not something our individual school system or even our county can afford. I trust the state will provide funding for this, as I believe teachers should be paid for work done outside the school day, just as service personnel are if they work extra hours.	NA/-	The WVDE will reimburse counties for the cost of training.
07-09	Eileen Poling	8.2 Faculty Senate members "may" be compensated their daily rate for	NA/-	The WVDE training is designed to

<p>County-wide teacher of gifted Tucker County Schools Parsons WV</p>	<p>pay for the training but the compensation is capped at one hour? How long is the online training and does it allow for questions and answers regarding the hiring process and Policy 5000? 8.3 There is a deadline for principals to be trained by September 1, but no timeline is listed for Faculty Senate members to be trained.</p>		<p>last one hour. Principals have already received some training as they have participated in hiring previously. Thus, they were given longer to complete the new WVDE developed training.</p>
<p>07-11 Susan Grady Director of Personnel Services Mineral County Schools Keyser WV</p>	<p>This is the most important aspect of this new procedure. I have not been able to view the training, but it should include the responsibilities, legal issues, and confidentiality aspects of these newly bestowed responsibilities. The communication should be proactive.</p>	<p>NA/o</p>	<p>The WVDE training is designed to address these issues.</p>
<p>07-12 Justin Schooley Associate Superintendent Berkeley County Schools Martinsburg WV</p>	<p>Please ensure that "interview training," as described in Section 7.2.c.1, is meaningful and actually provides training on interviewing for those faculty senate members who will be participating in the interviewing process. Interview training should include, at least, the following topics: drafting appropriate interview questions; reviewing and comparing application materials (red flags); "setting the stage"--room arrangement, body language; the legalities of interviewing (ADA, EEOC, ethics, confidentiality) and the potential for liability and/or disciplinary action for failure to adhere to the guidelines set forth in the interview training. Inappropriate or illegal questions or comments made during the interview process may expose school districts to civil liability, grievances and administrative complaints (OCR, WVHRC, etc.).</p>	<p>NA/o</p>	<p>The WVDE training is designed to address these issues.</p>
<p>07-13 Susan Lattimer Adkins Grievance Manager WV Professional Educators Huntington WV</p>	<p>8.3 - Teachers should have the same timeframe to complete the interview training designated/approved by the WVDE as principals are afforded.</p>	<p>NA/-</p>	<p>Principals have already received some training as they have participated in hiring previously. Thus, they were given longer to complete the new WVDE developed training.</p>
<p>07-14 Stacey Strawderman Teacher TEACHER</p>	<p>The training window should be the same for Principals and Teachers</p>	<p>NA/-</p>	<p>Principals have already received some training as they have participated in hiring previously.</p>

Fairmont wv

Thus, they were given longer to complete the new WVDE developed training.

07-15 Gail Boone
Teacher
Cabell County Schools
Huntington WV

How does the timing of this,i.e semester by semester, first meeting of year, etc. fit other time tables? Because of timing and required training, will young teachers and transferred teachers be excluded from the process?

NA/-

All teachers have the opportunity to complete the WVDE online training

§126-110-9 Reassignment of Surplus Personnel Without Posting Based on Pupil-Teacher Ratio and Class Size Rules

06-14 Cheryl Judy
Teacher
Boone County Schools
Madison WV

A very scary way to work. Here today, there tomorrow. Would you like to work under these conditions?

NA/-

This flexibility will allow counties to operate more efficiently and better meet student needs.

06-14 Donna Yanego
Teacher
Marion County Teacher
Fairmont WV

Your changes are just providing opportunities for nepotism and prejudice.

NA/-

The Faculty Senate members who will participate in making hiring recommendations are chosen by vote of the full Faculty Senate. Thus, a Faculty Senate can choose representatives who are trusted and ethical.

06-14 Pam Pitrolo
Teacher
Marion County Schools
Fairmont WV

All surplus personnel jobs should be posted!

NA/-

This flexibility will allow counties to operate more efficiently and better meet student needs.

06-14 Lee Anne Rozzell
Classroom kindergarten
teacher
Logan County Schools
Man WV

I think the numbers need to be smaller in the classroom. We cannot give proper instruction to all the children at all the different levels of learning with so many students. The kindergarten should never be more than 15 students, and grades 1-4 should never be more than 20.

NA/-

This policy does not address pupil-teacher ratio issues.

06-17 R. Jay Yeager
Assistant Superintendent
Wetzel County Schools

This is a great change.

N/+

	New Martinsville WV			
06-17	David Shaw Teacher Raleigh county schools Beckley Wv	More info needed. Will the teacher in question have an option with this process? Choices available as to where he/she will go and what will the process be to determine that particular hiring or placing. What will be the role of the faculty senate, principal, and superintendent in that process. Again a matrix will need to be in place.	NA/-	This process will be determined by the population needs of the counties.
06-17	Dr. Clarence Harvey, Jr. member School Board Morgantown WV	What are SURPLUS PERSONNEL in education? I never worked with a School Principal who ever had any!	NA/-	Surplus personnel are those individuals who are not needed to meet required pupil-staff ratios.
06-19	Dee Hendrick clerk Fayetteville wv	This is an excellent idea. Personnel that the students are familiar with and the personnel that is familiar with the children are invaluable.	N/+	
06-20	Jackie Dawson teacher Calhoun Schools Grantsville WV	All positions need to be posted. This give opportunity to teachers to get the positions where they will be happy and effective.	NA/-	This flexibility will allow counties to operate more efficiently and better meet student needs.
06-22	Ruth Patrick 3rd grade teacher WVEA/WCEA Williamstown WV	I am concerned about this policy. I was in a situation about 5 years ago where I was hired for 3rd grade, and then received a phone call that I would be a 1st grade teacher. I have been teaching for 25 years in Preston and Wood counties. I have taught 1st-6th grade, and feel that I excel in intermediate grades. All of my materials are for intermediate aged students. WVEA helped me maintain the position that I applied for (3rd grade). It makes a difference with experience and expertise regarding grade level.	NA/-	This flexibility will allow counties to operate more efficiently and better meet student needs.
06-26	Marsha Lockhart Iaeger WV	In McDowell County, I think too many aides and teachers are transfered or cut each spring to improve the look of the upcoming budget. Then when school starts you have so many people bidding back and forth that it takes schools several weeks to get their staffs in place. Young teachers want security. This moving from here to there, not knowing if they have a job or not sends them out of here every summer.	NA/-	This provision in Policy 5000 is designed to provide flexibility in those situation where some classrooms are not as crowded as expected at the beginning of the year but others are more crowded

				and require additional staff. It should reduce some potential RIFs.
06-27	Rose Saunders Secretary AFT Marion County Local # 6209 Fairmont WV	OK	N/o	
06-27	Angie Turkelson Teacher Conner Street Elementary Hurricane WV	Moving teachers after the start of the school year is NOT what is best for students. Enrollment should be considered but moving a teacher that has establish a routine and learning environment for students after they have been in the classroom for more than a week, is disruptive and does not do what is best for students.	NA/-	This flexibility will allow counties to operate more efficiently and better meet student needs because a permanent staff member can be placed in a classroom more quickly.
06-27	Crystal Lindsey teacher AFT Rivesville WV	Should be allowed without going to through hiring process.	N/+	
06-27	Carolyn Allen teacher AFT Charleston wv	No Comment	N/o	
06-27	Denise Sharp Teacher AFT WV Marlinton WV	Moving staff around after 2 months of school would be a terrible decision for all the students involved. The students have already started to develop a bond with the staff and this could totally disrupt their educational progress for the year.	NA/-	This flexibility will allow counties to operate more efficiently and better meet student needs because a permanent staff member can be placed in a classroom more quickly.
06-27	Andy Bird Educator Hurricane WV	I am concerned with the provision about staff reassignment. School staff are not permitted to transfer during the school year or for a specified time before the start of the school year to allow continuity of instruction for the students. Yet at the same time, you are going to allow teachers to be	NA/-	This flexibility will allow counties to operate more efficiently and better meet student needs because a permanent staff member can be

moved after the start of the school year, providing an interruption in learning.

placed in a classroom more quickly.

This is intended for elementary schools but I don't know that it says that in either the law or the policy. Could it be clarified?

NA/-

This provision is not limited to elementary schools, but is limited to those situations where the number of staff is governed by pupil-teacher ratio laws, class size or caseload standard established in W. Va. Code §18-5-18a or any policy of the WVBE

This flexibility will allow counties to operate more efficiently and better meet student needs because a permanent staff member can be placed in a classroom more quickly.

I am greatly concerned that my children face the possibility of starting the year with a teacher and then being reassigned a new teacher. My six year old child very much needs structure and this part of the policy may have devastating effects on her or kids like her.

NA/-

This flexibility will allow counties to operate more efficiently and better meet student needs because a permanent staff member can be placed in a classroom more quickly.

9.1.a – The reassignment should only be allowed to occur until the end of the second school month. Any reassignments made after that will not occur until the following school year and should be made under the transfer provisions of 18A-2-7. The policy as written, would undermine those transfer provisions, further eroding the strength of the code.

NA/-

9.1.a The reassigned employee may voice concern to the board, but not as a hearing. If you aren't going to allow the employee to provide information as to why they object to the move, it's a waste of the employee's time to just voice their concern.

NA/-

The county board will still have the authority to approve or reject the transfer even without a full evidentiary hearing.

9.1.a - The reassignment should only be allowed to occur until the end of the second school month. Any reassignments made after that will not occur until the following school year and should be made under the

A/+

Section 9.1.a. does provide that the reassignments may not occur after the last day of the second school

07-03 Mike Kelley
President
WVASSP
Charleston WV

07-04 Kim Phelps
Hurricane WV

07-09 David R. McQuain
Senior Social Studies
Teacher at University
High
Monongalia County
BOE
Morgantown WV

07-09 Eileen Poling
County-wide teacher of
gifted
Tucker County Schools
Parsons WV

07-11 Dale Lee
President
WVEA

	Charleston WV	transfer provisions of 18A-2-7.		month.
07-13	Susan Lattimer Adkins Grievance Manager WV Professional Educators Huntington WV	9.1.a. Revise specific sentences to read: "The opportunity to be heard shall not be a hearing with the right to present witnesses, rather, it is an opportunity for the employee, with a representative of their choice, if desired, to concisely state his or her objections to the board. The reassignment may be made without following the notice and hearing provisions of WV Code 18A-2-7(a) and (b) through the last day of the second school month. No reassignments may occur after the last day of the second school month."	NA/-	Nothing in the policy prohibits an employee from utilizing a representative.
07-14	Stacey Strawderman Teacjer TEACHER Fairmont wv	This is wrong for our students. How much more disruptive could we be?? This would totally disrupt the education process for our students. But again the all-mighty dollar is more important than our student? Right Gayle and Jim and Wade? oh my!	NA/-	This flexibility will allow counties to operate more efficiently and better meet student needs because a permanent staff member can be placed in a classroom more quickly.
07-14	Melanie Donofe President Hancock County Education Association Weirton Wv	The timeline is much too long. Students get used to a teacher, teacher makes adjustments to ways of teaching and can be moved up to the last day of the second month of school. Horrible for teacher as well as students.	NA/-	This flexibility will allow counties to operate more efficiently and better meet student needs because a permanent staff member can be placed in a classroom more quickly.
07-15	Gail Boone Teacher Cabell County Schools Huntington WV	How is the "second" month determined? Some schools are more lucrative for a teacher to teach at, i.e. staff development, Title 1 and loan forgiveness; how will this be addressed? If a position opens up at a school, based on need, will that job not be posted so all can pursue it? Will a teacher be moved because the need for their position no longer exists without due process?	NA/-	This is a standard date determined each year based on the school calendar and is used for various reporting purposes.
§126-110-10 Reassigning Classroom Teachers Within a School Without Posting				
06-14	Cheryl Judy Teacher	If jobs are not posted how are people to bid on jobs? This just does not make sense. If jobs are not posted, are the positions advertised in the local	NA/-	This option is only to be used within a school with the agreement

	Boone County Schools Madison WV	paper? Ever thought of using an employment service like other states?		of the teacher and the principal.
06-14	Carrie Ciccolella Reading Specialist WVEA Follansbee WV	In our county we have a problem with a teacher getting a Special Education job and then bidding out within the year. I feel if we allow in building transfers again you may have teachers who have been in the education system longer and have waited to get a job at another school and they won't have the chance if one of the newly hired Sped teacher shifts over.	NA/-	This option is only to be used within a school with the agreement of the teacher and the principal. The principal and/or may not agree that a move is in the best interest of students.
06-14	Donna Yanego Teacher Marion County Teacher Fairmont WV	Your changes are just providing opportunities for nepotism and prejudice.	NA/-	The Faculty Senate members who will participate in making hiring recommendations are chosen by vote of the full Faculty Senate. Thus, a Faculty Senate can choose representatives who are trusted and ethical.
06-14	Pam Pitrolo Teacher Marion County Schools Fairmont WV	All professional teaching jobs should be posted!	NA/_	This option is only to be used within a school with the agreement of the teacher and the principal.
06-14	Lee Anne Rozzell Classroom kindergarten teacher Logan County Schools Man WV	Agree. This could help schools if principal had more control of his/her staff.	N/+	
06-15	Margaret Ann Bays Title Teacher Raleigh County Beckley WV	Again, stale	NA/-	This option is only to be used within a school with the agreement of the teacher and the principal.
06-15	Theresa Workman Title 1 teacher Man Elementary	I do not agree with this. Every qualified person should get a chance at the jobs available.	NA/-	This option is only to be used within a school with the agreement of the teacher and the principal.

06-16	Logan WV Dan Comer Athletic Director Spring Mills High School Berkeley County Martinsburg WV	I feel that this is at best an underhanded and unprofessional technique for staffing. All professionals should be given due process and equal opportunity to gain employment. With this policy in place, schools will potentially hamper the professional growth of their faculty.	NA/-	This option is only to be used within a school with the agreement of the teacher and the principal.
06-16	Mary Jo Jividen Teacher Putnam county schools Winfield Wv	Is there a provision for how principals will notify staff of position changes within the school? Such as principal will notify staff in writing of positions open within the school before notifying the local board of a vacancy.	NA/o	Notification procedures will be determined at the school or county level.
06-17	R. Jay Yeager Assistant Superintendent Wetzel County Schools New Martinsville WV	This is another great change.	N/+	
06-17	Patty Blake Counselor Putnam County Schools Poca WV	Again---sets up a system for discrimination and nepotism!	NA/-	The Faculty Senate members who will participate in making hiring recommendations are chosen by vote of the full Faculty Senate. Thus, a Faculty Senate can choose representatives who are trusted and ethical.
06-17	T. Haught Principal DCES West Union WV	Everything needs to be posted to keep things fair and keep the the BOE and Superintendent from playing favorites.	NA/-	The Faculty Senate members who will participate in making hiring recommendations are chosen by vote of the full Faculty Senate. Thus, a Faculty Senate can choose representatives who are trusted and ethical.
06-17	Dr. Clarence Harvey, Jr. member School Board	Excellent tool for asmart school Principal! You may be able to save a classroom of learners, or a struggling teacher, by a simple transfer.	N/+	

06-19	Morgantown WV Dorothy Nichols Attendance Director Doddridge Co. Schools West Union WV	I think this could get a little bit dangerous, many superintendents and boards could just play politics and pick their favorites instead of doing what's best for the school or the students.	NA/-	This option is only to be used within a school with the agreement of the teacher and the principal.
06-19	Dee Hendrick clerk Fayetteville wv	This again can be a valuable tool, UNLESS, it's somebody that does not benefit the education process.	NA/o	This option is only to be used within a school with the agreement of the teacher and the principal.
06-20	Jackie Dawson teacher Calhoun Schools Grantsville WV	This is not right. Classroom teachers should be in positions based on seniority not the whim of a principal. Some principals are new in their positions outside their fields (i.e. high school teachers hired as elementary principals).	NA/-	This option is only to be used within a school with the agreement of the teacher and the principal.
06-21	Suzy Buckland Retired teacher WVEA Oceana WV	I had a former principal that THREATENED teachers with plans of improvement, used very UNPROFESSIONAL language to his staff, but was sneaky enough to catch people off guard, before they could get a witness to hear the derogatory and degrading comments he had to his staff.	NA/-	This Policy does not address principal performance.
06-22	Ruth Patrick 3rd grade teacher WVEA/WCEA Williamstown WV	I completely disagree with this policy. Since I have joined the teachers in Wood County, I have worked at 3 schools. Reasons vary why teachers want to move to another school, but if this policy passes that would decrease the number of transfers from one school to another. A new school provides a new outlook, learning from a different set of colleagues, sharing your expertise with a new staff, parents, and students. Please don't limit teachers possibilities in striving to do his/her best.	NA/-	This option is only to be used within a school with the agreement of the teacher and the principal.
06-26	Marsha Lockhart Iaeger WV	It seems a little unclear to me when or why this would be done.	NA/o	This option will allow changes to made within a school community that will benefit the school and staff without the need to post a position and delay personnel actions.
06-27	Denise Shipley Behavior Specialist	Concerns that this practice will not be followed appropriately.	NA/-	This option is only to be used within a school with the agreement

	Central Office Marion County Schools and AFT Member Rivesville WV			of the teacher and the principal.
06- 27	Cindy Strahin Teacher Preston County Schools Arthurdale WV	All jobs should be posted.	NA/-	This option is only to be used within a school with the agreement of the teacher and the principal.
06- 27	Rose Saunders Secretary AFT Marion County Local # 6209 Fairmont WV	OK	N/o	
06- 27	Michelle Liga Teacher AFT-Preston 6430 Kingwood WV	10.3 Itinerant teachers usually have a "base" school when they are hired by the BOE. So you would not designate a school for this teacher.	NA/-	Itinerant teachers are addressed in the Policy.
06- 27	Crystal Lindsey teacher AFT Rivesville WV	Should be allowed in cases of transfers only.	NA/-	This option is only to be used within a school with the agreement of the teacher and the principal.
06- 27	Carolyn Allen teacher AFT Charleston wv	No Comment	N/o	
07- 04	Denver Drake Principal Braxton County Middle School Sutton West	I think this is an important part of the proposed policy. The principal should have the flexibility to reassign teachers within a school as student population, transfers, and retirements warrant.	N/+	
07-	Susan Grady	Reassigning of teachers should not be allowed at any time. The key word	NA/-	This option is only to be used

11	Director of Personnel Services Mineral County Schools Keyser WV	here is "any." We limit the movement of the teachers after the start of the school year, but now the policy says the movement can be done at any time. This could be detrimental to students.		within a school with the agreement of the teacher and the principal. If the change would be detrimental to students
07-14	Stacey Strawderman Teacher TEACHER Fairmont wv	Don't we already do this?	NA/-	Prior to the passage of SB 359 there was some flexibility to realign staff at elementary schools. This flexibility is now expanded.
07-14	Melanie Donofe President Hancock County Education Association Weirton Wv	This will lead to a good old boys situation. If the principal doesn't like someone or wants to see them fail, they can move them. The principal will sell it to the teacher and then the nightmare will begin. If we are paid like big business, then this policy works, but with WV pay, no way. Should go on qualifications and let the employee decide where they want to work.	NA/-	This option is only to be used within a school with the agreement of the teacher and the principal.
§126-110-11 Reposting of Professional Vacancies				
06-14	Cheryl Judy Teacher Boone County Schools Madison WV	Not a good idea at ll.	NA/-	This option will help ensure that qualified individuals who can successfully perform in a given position are hired.
06-14	Donna Yanego Teacher Marion County Teacher Fairmont WV	Your changes are just providing opportunities for nepotism and prejudice.	NA/-	The Faculty Senate members who will participate in making hiring recommendations are chosen by vote of the full Faculty Senate. Thus, a Faculty Senate can choose representatives who are trusted and ethical.
06-14	Lee Anne Rozzell Classroom kindergarten teacher Logan County Schools Man WV	Yes.	N/+	
06-	Theresa Workman	I think all vacancies should have to be posted to give everyone an equal	NA/-	This option will help ensure that

15	Title 1 teacher Man Elementary Logan WV	chance to work.		qualified individuals who can successfully perform in a given position are hired.
06-16	John Timothy Robinson Long Term Substitute Mason County Schools various WV	As a substitute with seven years day-to-day assignment experience and five long-term assignments, i first saw this policy as something that would give me a greater opportunity for being considered for full-time employment. As I read the content here, I understand this policy to give current staff and school principles more leverage in the hiring process. I don't see anything here that benefits someone like me who has a four year degree in something other than education, e.g., Regents Bachelor's of Arts in English and Religious Studies plus 9 hours credit English Graduate college. My degree does not "translate" and therefore even if I bid on a job I can usually count on not hearing anything from my board. A good erecent example is this; I have applied for Library Media Specialist at a local High School and have received excellent evaluations from the past Library Media Specialist who recently retired. I was told by our Superintendent that I would never be hired because I am not certified. This particular section seems to empower the local board to perpetually re-post a position without any fair hearing from people like me. I am scheduled for my Praxis II in July, though I am not in a program yet for Library Media Specialist. I would like to see an amendment or future policy that gives substitutes who are seeking full-time employment and who have worked more than 160 days a year the opportunity to compete with others for jobs posted. I would also like to see some implementation to convert what I have already earned in my college experience into a valid certification in teaching in primary or secondary education.	NA/-	Certified/highly qualified teachers do receive preference for all job vacancies.
06-17	R. Jay Yeager Assistant Superintendent Wetzel County Schools New Martinsville WV	This should have always been the rule. You should not have to hire someone just because they are certified. Very good change.	N/+	
06-20	Jackie Dawson teacher	I feel this is wrong if a qualified person applies.	NA/-	This option will help ensure that qualified individuals who can

	Calhoun Schools Grantsville WV Rose Saunders Secretary AFT Marion County Local # 6209 Fairmont WV	OK			successfully perform in a given position are hired.
06-27	John Park Sir Braxton County High School Glenville West	Jobs should be posted for at least 2 times if no certified person applies. All postings should also be required to be on the state site and not just individual county web sites.		N/o	Currently, counties have the discretion to determine whether the state vacancies site is utilized.
06-27	Crystal Lindsey teacher AFT Rivesville WV	Needs to be done within 5 days of the opening and filled within 10 days of the posting coming down.		NA/-	Code §18A-4-7a contains time frames for posting jobs and filling vacancies.
06-27	Carolyn Allen teacher AFT Charleston wv	No comment		N/o	
06-27	Andy Bird Educator Hurricane WV	I do agree with this portion of code.		N/+	
07-14	Stacey Strawderman Teacjer TEACHER Fairmont wv	Let's just post the position again and again until someone we like better comes along!! REALLY?		NA/-	This option will help ensure that qualified individuals who can successfully perform in a given position are hired. There are limits to the reposting of classroom teacher positions.
07-14	Melanie Donofe President	Sure, lets just keep posting positions until one of our friends or relatives can bid! Give someone a chance that would be willing to take classes to		NA/-	This option will help ensure that qualified individuals who can

Hancock County
Education Association
Weirton Wv

get the additional certification.

successfully perform in a given position are hired. There are limits to the reposting of classroom teacher positions.

§126-110-12 Reserving Vacancies for Individuals Subject to Release

06-14	Cheryl Judy Teacher Boone County Schools Madison WV	Oh, this will definitely lead to nepotism!	NA/-	This option will help eliminate the number of RIFs and transfers and the subsequent bumping they cause at the end of every school year.
06-14	Donna Yanego Teacher Marion County Teacher Fairmont WV	Your changes are just providing opportunities for nepotism and prejudice.	NA/-	This option will help eliminate the number of RIFs and transfers and the subsequent bumping they cause at the end of every school year.
06-14	Lee Anne Rozzell Classroom kindergarten teacher Logan County Schools Man WV	Not sure. This may involve too many "politics".	NA/-	This option will help eliminate the number of RIFs and transfers and the subsequent bumping they cause at the end of every school year.
06-17	Patty Blake Counselor Putnam County Schools Poca WV	Wrong----Not fair. Hire who is available--don't SAVE a job for your buddy.	NA/-	This option will help eliminate the number of RIFs and transfers and the subsequent bumping they cause at the end of every school year.
06-17	Dr. Clarence Harvey, Jr. member School Board Morgantown WV	BUT only the good ones.	NA/-	This option will help eliminate the number of RIFs and transfers and the subsequent bumping they cause at the end of every school year.
06-27	Rose Saunders Secretary AFT Marion County Local # 6209 Fairmont WV	ok???	N/o	

06-27	Crystal Lindsey teacher AFT Rivesville WV	Should be taken out all together.	NA/-	This option will help eliminate the number of RIFs and transfers and the subsequent bumping they cause at the end of every school year.
06-27	Carolyn Allen teacher AFT Charleston wv	No Comment	N/o	
07-03	Mike Kelley President WVASSP Charleston WV	The language "on or before Feb 15" concerns me. Surely it is not the intent that a job that becomes vacant on Sept 10, for example, be held all the way into March. The job should be advertised and filled. It would be nice if the policy defined a smaller window. Could it read "after Jan 1 and before Feb 16" or "after Dec 15 and before Feb 16?"	A/+	This issue has been clarified in the policy.
07-09	Eileen Poling County-wide teacher of gifted Tucker County Schools Parsons WV	12.1 I feel this is a good point in the policy. Employees who are on preferred recall should be the first to fill the positions which they are qualified to do.	NA/+	
07-14	Stacey Strawderman Teacjer TEACHER Fairmont wv	There are major issues to this part of the law/policy. If a great teacher has been teaching for 20 years and they have had their eye on a particular dream job, a laid-off 2 year teacher shouldn't get that job over said teacher! How is this fair?	NA/-	This option will help eliminate the number of RIFs and transfers and the subsequent bumping they cause at the end of every school year.
07-15	Gail Boone Teacher Cabell County Schools Huntington WV	Does the board have to vote to create new positions before they can be posted and filled?	NA/o	Generally, boards to vote to create new position before they are posted and filled.
§126-110-13 Severability				
06-14	Cheryl Judy Teacher Boone County Schools Madison WV	This sounds like an easy way to get rid of more experienced teachers and hire cheaper, less experienced babysitters.	NA/-	This policy is designed to help schools hire those individuals who are most likely to contribute to the overall success of their students.

06-14	Donna Yanego Teacher Marion County Teacher Fairmont WV	Your changes are just providing opportunities for nepotism and prejudice.	NA/-	The Faculty Senate members who will participate in making hiring recommendations are chosen by vote of the full Faculty Senate. Thus, a Faculty Senate can choose representatives who are trusted and ethical.
06-27	Rose Saunders Secretary AFT Marion County Local # 6209 Fairmont WV	OK maybe....	N/o	
06-27	Crystal Lindsey teacher AFT Rivesville WV	Needs to looked into and everyone needs adquate trainign.	NA/-	Teachers and principals will receive training on the hiring positions of this Policy.
06-27	Carolyn Allen teacher AFT Charleston wv	This is worded vaguley and should be more specific.	NA/-	This is a standard severability clause.