

Random Selection System: Professional Personnel

The "Random Selection System" for Clay County School Professional Personnel shall be in accordance with WV Code 18A-4-7a. If two or more employees with the same certification establish an identical seniority date as a result of initial employment as a regular teacher on or after July 1, 2025, the priority between these employees shall be determined by a random selection system as follows:

- The random selection shall occur within 30 days of the time the employees with the same certification establish an identical seniority date.
- The names of the employees with identical seniority shall be written on identical pieces of paper and placed in an opaque container.
- The Superintendent or his designee shall select one name and read it to the employees.
- The employee whose name is selected first shall be the employee who is given first priority for the specific position in question at that time.
- As long as the affected employees hold the identical seniority date within a certification, the initial random selection conducted by the board shall be permanent for the duration of the employment of the employees by the board.

For employees hired prior to July 1, 2025, with the same certification establish an identical seniority date as a result of initial employment as a regular teacher prior to July 1, 2025, the priority between these employees shall be determined by a random selection system as follows:

- The random selection must occur in a reasonable time.
- The names of the employees with identical seniority shall be written on identical pieces of paper and placed in an opaque container.
- The Superintendent or his designee shall select one name and read it to the employees.
- The employee whose name is selected first shall be the employee who is given first priority for the specific position in question at that time.
- As long as the affected employees hold the identical seniority date within a certification, the initial random selection conducted by the board shall be permanent for the duration of the employment of the employees by the board.

Reference: WV Code 18A-4-7a

Approved: May 2025