



West Virginia Department of Education

Prospective Employable Personnel

W. Va. Code §18A-2-3(d)(1)



Annual Report 2012-2013

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Each year a county superintendent may employ prospective employable professional personnel (PEPP) on a reserve list at the county level subject to the following conditions:

- The county board must adopt a policy authorizing employment of prospective employable personnel to address areas of critical need and shortage;
- The county board must post notice of the areas of critical need and shortage in the county for at least ten working days and no potentially qualified applicants are available or willing to fill the position;
- PEPP may only be employed from candidates at a job fair who have or will graduate from college in the current school year *or* whose employment contract with a county board has or will be terminated due to a reduction in force in the current fiscal year.
- The County is limited to three (3) full-time PEPP per one hundred (100) professional personnel employed in a county but no more than twenty-five (25) full-time PEPP in a county, whichever is less.

For the academic year 2012-2013, all 55 counties were surveyed as to the use of this provision. Berkeley County is the only county that utilized and hired using the §18A-2-3(d)(1) provision (see page 3).

Although only one county utilized this option for 2012-2013, its availability allowed seven positions to be filled with fully certified, highly qualified candidates. The WV Board of Education recommends the continued use of this provision in order that counties continue to have the ability to recruit and hire teachers to fill critical needs areas.

Name of PEPP Employee	Critical Need and/or Shortage Area PEPP Employee Filled	Venue/Date from which PEPP was Employed	Residency of PEPP Hired	Date Range of Posting for the Position	Date Vacant Position Filled	Month/Year PEPP Employee Completed Teacher Preparation Program	Date of Termination due to RIF
BERKELEY COUNTY							
Natalia Alger	Guidance Counselor	George Mason Job Fair March 21, 2012	DC	5/22/12-5/29/12	6/12/2012	May-12	n/a
Samantha Service	Math	PERC March 21, 2012	PA	5/1/12-5/7/12	5/9/2012	May-12	n/a
Jennifer Delp	Guidance Counselor	Greater Philly March 15, 2012	PA	5/7/12-5/14/12	5/24/2012	May-12	n/a
Nathan Harris	English	Penn State March 26, 2012	PA	6/5/12-6/11/12	6/20/2012	May-12	n/a
Sean Heron	English	Greater Philly March 15, 2012	PA	5/15/12-5/21/12	5/30/2012	May-12	n/a
Justin Lahaza	Math	Greater Philly March 15, 2012	PA	7/24/12-7/30/12	7/31/2012	May-12	n/a
Lauren Mance	Spec Ed. Multi-Cat	Millersville March 29, 2012	NY	7/17/12-7/23/12	8/15/2012	May-12	n/a