

# **WEST VIRGINIA LEGISLATURE**

**2026 REGULAR SESSION**

**ENGROSSED**

**Committee Substitute**

**for**

**House Bill 5012**

By Delegates Ellington, Statler, Hornby, and Crouse

[Introduced in the Committee on Education on

February 20, 2026]



1 A BILL to amend and reenact §18A-2-7 of the Code of West Virginia, 1931, as amended, relating  
2 to reassignment of school personnel under certain conditions; providing that transfers may  
3 not be made for arbitrary, capricious, or retaliatory reasons; and allowing teachers to file a  
4 grievance for violation of certain provisions.

*Be it enacted by the Legislature of West Virginia:*

**ARTICLE 2. SCHOOL PERSONNEL.**

**§18A-2-7. Assignment, transfer, promotion, demotion, suspension and recommendation of  
dismissal of school personnel by superintendent; preliminary notice of transfer;  
hearing on the transfer; proof required.**

1 (a) The superintendent, subject only to approval of the board, may assign, transfer,  
2 promote, demote or suspend school personnel and recommend their dismissal pursuant to  
3 provisions of this chapter. However, an employee shall be notified in writing by the superintendent  
4 on or before April 1 if he or she is being considered for transfer or to be transferred. Only those  
5 employees whose consideration for transfer or intended transfer is based upon known or expected  
6 circumstances which will require the transfer of employees shall be considered for transfer or  
7 intended for transfer and the notification shall be limited to only those employees. Any teacher or  
8 employee who desires to protest the proposed transfer may request in writing a statement of the  
9 reasons for the proposed transfer. The statement of reasons shall be delivered to the teacher or  
10 employee within ten days of the receipt of the request. Within ~~ten~~ 10 days of the receipt of the  
11 statement of the reasons, the teacher or employee may make written demand upon the  
12 superintendent for a hearing on the proposed transfer before the county board. The hearing on the  
13 proposed transfer shall be held on or before May 1. At the hearing, the reasons for the proposed  
14 transfer must be shown.

15 (b) The superintendent at a meeting of the board on or before May 1 shall furnish in writing  
16 to the board a list of teachers and other employees to be considered for transfer and subsequent  
17 assignment for the next ensuing school year. An employee who was not provided notice and an

18 opportunity for a hearing pursuant to subsection (a) of this section may not be included on the list.  
19 All other teachers and employees not so listed shall be considered as reassigned to the positions  
20 or jobs held at the time of this meeting. The list of those recommended for transfer shall be  
21 included in the minute record of the meeting and all those so listed shall be notified in writing and  
22 shall be delivered within ~~ten~~ 10 days following the board meeting, with written receipt notification  
23 documented by the superintendent, and shall state that the person is being recommended for  
24 transfer and subsequent assignment and the reasons therefor.

25 (c) The superintendent's authority to suspend school personnel shall be temporary only  
26 pending a hearing upon charges filed by the superintendent with the county board and the period  
27 of suspension may not exceed ~~thirty~~ 30 days unless extended by order of the board.

28 (d) The provisions of this section respecting hearing upon notice of transfer are not  
29 applicable in emergency situations where a school building becomes damaged or destroyed  
30 through an unforeseeable act and which act necessitates a transfer of the school personnel  
31 because of the aforementioned condition of the building.

32 (e) Notwithstanding this section or any provision of this code, when actual student  
33 enrollment in a grade level or program, unforeseen on or before May 1 of the preceding school  
34 year, permits the assignment of fewer teachers or service personnel to or within a school under  
35 any pupil-teacher ratio, class size or caseload standard established in §18-5-18A of this code or  
36 any policy of the state board, the superintendent, with board approval, may reassign the surplus  
37 personnel to another school or to another grade level or program within the school if needed there  
38 to comply with any such pupil-teacher ratio, class size or caseload standard.

39 (1) Before any reassignment may occur pursuant to this subsection, notice shall be  
40 provided to the employee and the employee shall be provided an opportunity to appear before the  
41 county board to state the reasons for his or her objections, if any, prior to the board voting on the  
42 reassignment.

43           (2) Except as otherwise provided in subdivision (1) of this subsection, the reassignment  
44 may be made without following the notice and hearing provisions of this section, and at any time  
45 during the school year when the conditions of this subsection are met: *Provided*, That the  
46 reassignment may not occur after the last day of the second school month unless student  
47 population shifts have resulted in a teacher or service personnel being without any instructional  
48 responsibilities or work assignments: *Provided further*, That no transfer shall be made based on  
49 arbitrary, capricious, or retaliatory reasons. Any teacher who believes that his/her transfer violated  
50 these provisions may file a grievance pursuant to the West Virginia Public Employees Grievance  
51 Procedure set forth in § 6C-2-1 et seq. of this code.

52           (3) A professional employee reassigned under this subsection shall be the least senior of  
53 the surplus professional personnel who holds certification or licensure to perform the duties at the  
54 other school or at the grade level or program within the school.

55           (4) A service employee reassigned under this subsection shall be the least senior of the  
56 surplus personnel who holds the same classification or multiclassification needed to perform the  
57 duties at the other school or at the grade level or program within the same school.

58           (5) No school employee's annual contract term, compensation or benefits shall be  
59 changed as a result of a reassignment under this subsection.