

Section 7-16.1. Hiring by School Board; When Board Member Cannot Support Superintendent's Recommendation; Emergency Situations. — A. The hiring of all employees of the School Board shall be made by the School Board upon recommendation of the superintendent, except where the School Board has delegated such authority to the superintendent, or in emergency situations set forth herein. Hiring recommendations for Central Office personnel that include chiefs, directors, and coordinators, and hiring of building principals must be included in and made part of the monthly personnel report that is prepared for the regularly scheduled meeting of the School Board. The superintendent's recommendation should include a brief summary of the applicant's qualifications and relevant work experience.

B. When a Board Member is not able to support a hiring recommendation of the school superintendent, the Board Member is required to notify the school superintendent in writing forty-eight hours prior to the scheduled meeting of the School Board in which the superintendent intends to make his hiring recommendation and state the specific reason why the Board Member is not able to support the hiring recommendation. Failure to give the required notice, will nullify any vote by the Board member at the public meeting of the School Board not to support the superintendent's recommendation.

B. C. In emergency situations, the superintendent may hire any employee without first obtaining School Board approval, provided the superintendent submits, in writing, to the School Board within forty-five (45) days after the superintendent has made the hiring decision, the name and address of the newly hired employee along with the reasons for the decision for School Board approval. Should the School Board not approve the hiring decision made by the superintendent, the new hire shall be relieved of his/her responsibilities and will be entitled to receive compensation for services rendered up until the time that the new hire is relieved of his/her job responsibilities. An emergency situation for the purpose of this section is deemed to exist whenever, in the superintendent's professional judgment, a position must be filled immediately because of a continued vacancy in the position will adversely affect the instruction, transportation and/or safety of students enrolled in Suffolk Public Schools. (Adopted August 10, 1995)

Legal Authority - Virginia Code §22.1-297 (1950), as amended.