

Section 5000 – Personnel

5430 Hiring (Cf. 5020)

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The Board has the legal responsibility of approving the staffing levels for all categories of District personnel. Once the Board, through the budget adoption process, has approved staffing levels, the Board delegates to the Superintendent the authority to recruit, screen, select, and recommend the employment of all staff members to fill the positions approved in the budget, and to sign employment contracts on the Board's behalf. The Superintendent shall recruit and hire high quality personnel who reflect student demographics at all levels of the organization. In carrying out this responsibility, the Superintendent shall involve appropriate administrative and/or non-certified staff members as needed and use appropriate non-discriminatory criteria in the selection process.

The Superintendent shall bring his/her recommendations for all exempt positions to the Board for approval. The Superintendent shall provide the Board with a monthly report of all other staff hired.

Unless the Board can establish that the Superintendent has violated law, the policies of the Board, or the provisions of an applicable collective bargaining agreement in the selection of candidates recommended for a position, the Board shall approve the Superintendent's recommendations. Members of the Board shall not involve themselves, either personally or as a collective body, in the recruitment, interviewing, or selection process for any position to be filled in the District other than the position of Superintendent of Schools. However, this does not preclude Board members from forwarding resumes or persons interested in a position to the Superintendent.

Approved: June 29, 2009

Revised: July 19, 2021

LEGAL REF: MCL 380.601(a) (1) (d), MCL 380.1229 and MCL 380.1231