

STAFF HIRING PROCEDURES

It is the desire of the Essex County School Board to recruit, hire and retain the best possible qualified applicants.

The Superintendent is responsible for developing procedures for advertising vacancies and new positions. Those procedures will be designed to ensure that all openings are properly advertised to give all interested and qualified parties the opportunity to apply. While most positions will be filled using those procedures, the Essex County School Board may, at the request of the Superintendent, fill positions in other ways. For example, the Essex County School Board may authorize the filling of a position to accommodate the disability of an employee, to transfer an employee when it is determined to be in the best interest of the Essex County Public Schools Division, to satisfy the rights of employees returning from leave, to move an employee whose performance is unsuccessful to a position in which the employee might be successful or to discipline an employee for conduct deficiencies.

Current Essex County Public Schools Division employees are given an opportunity to apply for positions for which they are qualified.

The applicant determined to be the best qualified shall be selected for a vacant or new position, regardless of whether the applicant is an internal or external candidate.

Application for employment in the Essex County Public Schools shall be made on forms provided by the Essex County School Board Office or in written copy.

It is the responsibility of the applicant to furnish accurate information and any falsification of either information or credentials is cause for dismissal or refusal to employ.

Adopted: April 9, 2012

Revised: December 9, 2013

Revised: July 13, 2020

Legal Ref.: Code of Virginia, 1950, as amended, §§ 22.1-70, 22.1-78.

Cross Refs.: AC	Nondiscrimination
GA	Personnel Policies Goals
GCDA	Effect of Criminal Conviction or Founded Complaint of Child Abuse or Neglect

2/20 VSBA

ESSEX COUNTY PUBLIC SCHOOLS