The Human Resources Committee made a recommendation to the full Board to continue to employ at-will employees for the 2016-2017 school year. However, the full Board did not take a vote. So, what does this mean? It means that justifications for at-will employees may not be submitted at this time. The Board requested an explanation of the approval process recommended by District administration. The approach is the same with the justification being provided by the direct supervisor and then submitted to the executive director, chief officer and superintendent. However, justifications will need to be detailed and based on the specific skill set for the position.