

# SHALER AREA SCHOOL DISTRICT

POLICY 410

SECTION: PROFESSIONAL EMPLOYEES  
 TITLE: ABOLISHING A POSITION  
 ADOPTED: September 16, 1998  
 REVISED:

## 410. ABOLISHING A POSITION

1. Purpose
 

It is the responsibility of the Board to provide the professional staff necessary for the implementation of the educational programs of the district and for the proper operation of the schools and to do so efficiently and economically.

SC 1106

SC 1124

The Board recognizes its responsibility to maintain professional staff positions consistent with the needs of the district.
2. Authority
 

In the exercise of its authority to reduce staff or abolish positions, the Board shall give primary consideration to the effect upon the educational program and shall ascertain that elimination of a program is approved by the Department of Education.

SC 1124 (2)
3. Guidelines
 

The abolishment of positions affecting professional employees can be brought about because of:

  1. Decline in student enrollment.
  2. Changes in the methods of organization for instruction.
  3. Consolidation of schools or programs.
4. Delegation of Responsibility
 

The Superintendent shall recommend to the Board annually the number of professional positions needed for the district to function efficiently. The Superintendent should also be responsible for recommending the abolishment of unnecessary positions.

Reduction in staff as a result of the abolishment of positions shall be in accordance with law and the procedures set forth in Board Policy 411.