

SHALER AREA SCHOOL DISTRICT

POLICY 411

SECTION: PROFESSIONAL EMPLOYEES
 TITLE: SUSPENSIONS AND FURLOUGHS
 ADOPTED: September 16, 1998
 REVISED:

411. SUSPENSIONS AND FURLOUGHS

1. Purpose
SC 1124
Maintenance of professional staff appropriate to effectively carry on the educational program of the district is a Board responsibility. The purpose of this policy is to establish the manner in which the necessary reductions of that staff will be accomplished.
2. Authority
SC 1125.1
Consistent with law and the collective bargaining agreement, the Board has the authority and responsibility to determine when suspensions and furloughs will be made.
3. Delegation
of Responsibility
SC 1125.1
The Superintendent or designee shall develop administrative procedures for the reduction of staff in accordance with this policy and with applicable law.

The efficiency and effectiveness of district organization and staffing patterns shall be under continuing review, and recommendations for abolishing positions and reallocating duties shall be presented for Board consideration when the Superintendent or designee considers such actions to be in the best interest of the district.
- SC 1129
Data necessary for the computation of each teaching staff member's rating shall comply with State requirements, and his/her seniority status shall be recorded and maintained.

Professional employees shall be suspended for causes consistent with law in inverse order of seniority within the district.

SC 1125.1

The district shall realign its professional staff so as to ensure that more senior employees are provided with the opportunity to fill positions for which they are certified and which are being filled by less senior employees. Such realignment, however, will not be construed to require curriculum changes or department revisions.

SC 1125.1

(f)

Act 16 of
1996

SC 1125.1

(d) (2)

Tenured professional employees have the right to a Local Agency Law hearing at the request of the employee prior to suspension or furlough. Reinstatements from a list of suspended professional employees shall be made on the basis of their seniority within the district.

A collective bargaining agreement may provide for suspension procedures that differ from this policy. In the event that such a condition exists, procedures must be adapted to the provisions of the collective bargaining agreement for bargaining unit personnel.