



Mr. Bryan O'Black
K-12 Curric/Instruct Director
Shaler Area School District
1800 Mount Royal Blvd
Glenshaw, PA 15116-2196
United States

Quote Number: 65984-8

Quote Creation Date: 04-19-2019

Quote Expiration Date: 09-30-2019

Quote Release: 8

Shaler Area SD ReadyGEN K-5

Price Quote Summary

Solution	Base Amount	Free Amount	Total
ReadyGEN	\$ 353,760.85	\$ 151,245.98	\$ 353,760.85
Solution Subtotal	\$ 353,760.85	\$ 155,102.14	\$ 353,760.85
Shipping & Handling			\$ 26,532.06
Total			\$ 380,292.91

Price Quote Detail

ISBN	Description	Price	Free Qty	Charged Qty	Free Amount	Total Charged
ReadyGEN						
ReadyGEN ©2016 - Grade K						
9780328853588	READYGEN 2016 KINDERGARTEN PACKAGE + DIGITAL COURSEWARE 6-YEAR LICENSE	\$1,209.97	0	14	\$0.00	\$16,939.58
9780328851553	READYGEN 2016 READERS & WRITERS JOURNAL GRADE K	\$11.47	0	325	\$0.00	\$3,727.75
9780328853243	READYGEN 2016 TEACHERS GUIDE PACKAGE GRADE K	\$1,025.97	14	0	\$14,363.58	\$0.00
9780328869800	READYGEN 2016 READY UP! INTERVENTION LEVEL A	\$149.47	14	0	\$2,092.58	\$0.00
9780328963010	READYGEN 2016 SKILLS WORKBOOK TEACHERS MANUAL GRADE K	\$19.97	14	0	\$279.58	\$0.00

Shaler Area School District

ISBN	Description	Price	Free Qty	Charged Qty	Free Amount	Total Charged
9780328814176	READYGEN 2014 LEVELED TEXT LIBRARY GRADE K	\$1,588.47	4	10	\$6,353.88	\$15,884.70
9780328853175	READYGEN 2016 CLASSROOM LIBRARY GRADE K	\$96.47	14	0	\$1,350.58	\$0.00
9780328895137	READYGEN 2016 TEACHER RESOURCE PACKAGE GRADE K	\$169.47	14	0	\$2,372.58	\$0.00
9780328853090	READYGEN 2016 TEXT COLLECTION BIG BOOK PACKAGE GRADE K	\$805.97	14	0	\$11,283.58	\$0.00
9780328853106	READYGEN 2016 TEXT COLLECTION LITTLE BOOK PACKAGE GRADE K	\$405.97	0	14	\$0.00	\$5,683.58
9780328467266	KINDERGARTEN STUDENT READERS BOOKSHELF COLLECTION	\$949.47	0	14	\$0.00	\$13,292.58
ReadyGEN ©2016 - Grade K Subtotal					\$ 38,096.36	\$ 55,528.19
ReadyGEN ©2016 - Grade 1						
9780328853595	READYGEN 2016 STUDENT PACKAGE + DIGITAL COURSEWARE 6-YEAR LICENSE GRADE 1	\$61.47	0	325	\$0.00	\$19,977.75
9780328851560	READYGEN 2016 READERS & WRITERS JOURNAL GRADE 1	\$11.47	0	325	\$0.00	\$3,727.75
9780328962983	READYGEN 2016 SKILLS WORKBOOK GRADE 1	\$7.97	0	325	\$0.00	\$2,590.25
9780328853502	READYGEN 2016 TEXT COLLECTION LITTLE BOOK 6-PACK GRADE 1.1	\$74.97	14	0	\$1,049.58	\$0.00
9780328853250	READYGEN 2016 TEACHERS GUIDE PACKAGE GRADE 1	\$1,529.97	14	0	\$21,419.58	\$0.00
9780328869817	READYGEN 2016 READY UP! INTERVENTION LEVEL B	\$149.47	14	0	\$2,092.58	\$0.00
9780328963027	READYGEN 2016 SKILLS WORKBOOK TEACHERS MANUAL GRADE 1	\$19.97	14	0	\$279.58	\$0.00

Shaler Area School District

ISBN	Description	Price	Free Qty	Charged Qty	Free Amount	Total Charged
9780328852727	READYGEN 2016 TEXT COLLECTION BIG BOOK GRADE 1 VOLUME 1	\$149.97	0	14	\$0.00	\$2,099.58
9780328814183	READYGEN 2014 LEVELED TEXT LIBRARY GRADE 1	\$1,588.47	0	14	\$0.00	\$22,238.58
9780328853182	READYGEN 2016 CLASSROOM LIBRARY GRADE 1	\$1,887.47	0	14	\$0.00	\$26,424.58
9780328895144	READYGEN 2016 TEACHER RESOURCE PACKAGE GRADE 1	\$169.47	14	0	\$2,372.58	\$0.00
9780328853113	READYGEN 2016 TEXT COLLECTION PACKAGE GRADE 1	\$50.97	4	10	\$203.88	\$509.70
ReadyGEN ©2016 - Grade 1 Subtotal					\$ 27,417.78	\$ 77,568.19
ReadyGEN ©2016 - Grade 2						
9780328853601	READYGEN 2016 STUDENT PACKAGE + DIGITAL COURSEWARE 6-YEAR LICENSE GRADE 2	\$61.47	0	325	\$0.00	\$19,977.75
9780328851577	READYGEN 2016 READERS & WRITERS JOURNAL GRADE 2	\$11.47	0	325	\$0.00	\$3,727.75
9780328853267	READYGEN 2016 TEACHERS GUIDE PACKAGE GRADE 2	\$1,529.97	15	0	\$22,949.55	\$0.00
9780328869824	READYGEN 2016 READY UP! INTERVENTION LEVEL C	\$149.47	15	0	\$2,242.05	\$0.00
9780328963034	READYGEN 2016 SKILLS WORKBOOK TEACHERS MANUAL GRADE 2	\$19.97	15	0	\$299.55	\$0.00
9780328814190	READYGEN 2014 LEVELED TEXT LIBRARY GRADE 2	\$1,588.47	0	15	\$0.00	\$23,827.05
9780328853199	READYGEN 2016 CLASSROOM LIBRARY GRADE 2	\$1,887.47	0	15	\$0.00	\$28,312.05
9780328895151	READYGEN 2016 TEACHER RESOURCE PACKAGE GRADE 2	\$169.47	15	0	\$2,542.05	\$0.00

Shaler Area School District

ISBN	Description	Price	Free Qty	Charged Qty	Free Amount	Total Charged
9780328853120	READYGEN 2016 TEXT COLLECTION PACKAGE GRADE 2	\$50.97	0	15	\$0.00	\$764.55
ReadyGEN ©2016 - Grade 2 Subtotal					\$ 28,033.20	\$ 76,609.15
ReadyGEN ©2016 - Grade 3						
9780328853618	READYGEN 2016 STUDENT PACKAGE + DIGITAL COURSEWARE 6-YEAR LICENSE GRADE 3	\$61.47	0	330	\$0.00	\$20,285.10
9780328851584	READYGEN 2016 READERS & WRITERS JOURNAL GRADE 3	\$11.47	0	330	\$0.00	\$3,785.10
9780328853274	READYGEN 2016 TEACHERS GUIDE PACKAGE GRADE 3	\$1,529.97	14	0	\$21,419.58	\$0.00
9780328869831	READYGEN 2016 READY UP! INTERVENTION LEVEL D	\$149.47	14	0	\$2,092.58	\$0.00
9780328963041	READYGEN 2016 SKILLS WORKBOOK TEACHERS MANUAL GRADE 3	\$19.97	14	0	\$279.58	\$0.00
9780328814206	READYGEN 2014 LEVELED TEXT LIBRARY GRADE 3	\$1,588.47	4	10	\$6,353.88	\$15,884.70
9780328853205	READYGEN 2016 CLASSROOM LIBRARY GRADE 3	\$1,887.97	0	14	\$0.00	\$26,431.58
9780328895168	READYGEN 2016 TEACHER RESOURCE PACKAGE GRADE 3	\$169.47	14	0	\$2,372.58	\$0.00
9780328853137	READYGEN 2016 TEXT COLLECTION PACKAGE GRADE 3	\$50.97	0	14	\$0.00	\$713.58
ReadyGEN ©2016 - Grade 3 Subtotal					\$ 32,518.20	\$ 67,100.06
ReadyGEN ©2016 - Grade 4						
9780328853625	READYGEN 2016 STUDENT PACKAGE + DIGITAL COURSEWARE 6-YEAR LICENSE GRADE 4	\$61.47	0	300	\$0.00	\$18,441.00
9780328851591	READYGEN 2016 READERS & WRITERS JOURNAL GRADE 4	\$11.47	0	300	\$0.00	\$3,441.00

Shaler Area School District

ISBN	Description	Price	Free Qty	Charged Qty	Free Amount	Total Charged
9780328853281	READYGEN 2016 TEACHERS GUIDE PACKAGE GRADE 4	\$1,529.97	6	0	\$9,179.82	\$0.00
9780328869848	READYGEN 2016 READY UP! INTERVENTION LEVEL E	\$149.47	6	0	\$896.82	\$0.00
9780328963072	READYGEN 2016 WORD ANALYSIS PRACTICE WORKBOOK TEACHERS MANUAL GRADE 4	\$19.97	6	0	\$119.82	\$0.00
9780328814213	READYGEN 2014 LEVELED TEXT LIBRARY GRADE 4	\$1,588.47	1	5	\$1,588.47	\$7,942.35
9780328789474	READYGEN 2014 PRACTICE READERS BOOKSHELF COLLECTION GRADE 4	\$331.47	6	0	\$1,988.82	\$0.00
9780328853212	READYGEN 2016 CLASSROOM LIBRARY GRADE 4	\$1,887.97	0	6	\$0.00	\$11,327.82
9780328895175	READYGEN 2016 TEACHER RESOURCE PACKAGE GRADE 4	\$169.47	6	0	\$1,016.82	\$0.00
9780328853144	READYGEN 2016 TEXT COLLECTION PACKAGE GRADE 4	\$50.97	0	6	\$0.00	\$305.82
ReadyGEN ©2016 - Grade 4 Subtotal					\$ 14,790.57	\$ 41,457.99

ReadyGEN ©2016 - Grade 5

9780328853632	READYGEN 2016 STUDENT PACKAGE + DIGITAL COURSEWARE 6-YEAR LICENSE GRADE 5	\$61.47	0	315	\$0.00	\$19,363.05
9780328851607	READYGEN 2016 READERS & WRITERS JOURNAL GRADE 5	\$11.47	0	315	\$0.00	\$3,613.05
9780328853298	READYGEN 2016 TEACHERS GUIDE PACKAGE GRADE 5	\$1,529.97	4	0	\$6,119.88	\$0.00
9780328869947	READYGEN 2016 READY UP! INTERVENTION LEVEL F	\$149.47	4	0	\$597.88	\$0.00
9780328963089	READYGEN 2016 WORD ANALYSIS PRACTICE WORKBOOK TEACHERS MANUAL GRADE 5	\$19.97	4	0	\$79.88	\$0.00

ISBN	Description	Price	Free Qty	Charged Qty	Free Amount	Total Charged
9780328814220	READYGEN 2014 LEVELED TEXT LIBRARY GRADE 5	\$1,588.47	1	3	\$1,588.47	\$4,765.41
9780328789481	READYGEN 2014 PRACTICE READERS BOOKSHELF COLLECTION GRADE 5	\$331.47	4	0	\$1,325.88	\$0.00
9780328853229	READYGEN 2016 CLASSROOM LIBRARY GRADE 5	\$1,887.97	0	4	\$0.00	\$7,551.88
9780328895182	READYGEN 2016 TEACHER RESOURCE PACKAGE GRADE 5	\$169.47	4	0	\$677.88	\$0.00
9780328853151	READYGEN 2016 TEXT COLLECTION PACKAGE GRADE 5	\$50.97	0	4	\$0.00	\$203.88
ReadyGEN ©2016 - Grade 5 Subtotal					\$ 10,389.87	\$ 35,497.27
ReadyGEN Subtotal					\$ 151,245.98	\$ 353,760.85
Solution Subtotal					\$ 155,102.14	\$ 353,760.85
Shipping and Handling						\$ 26,532.06
Total						\$ 380,292.91

Optional Section

ISBN	Solution	UOM	Term	List Price	Quantity	Base Amount	Total
1							
9780328147007	PICTURE CARDS	EA	1	\$91.97	14	\$1,287.58	\$1,287.58
2							
9780328146987	ALPHABET CARDS IN ENGLISH AND SPANISH	EA	1	\$49.97	14	\$699.58	\$699.58
3							
9780328791958	READYGEN 2014 HIGH FREQUENCY WORD CARDS GRADE K	EA	1	\$17.47	14	\$244.58	\$244.58
4							
9780328056958	EARLY READING INTERVENTION LETTER TILES	EA	1	\$45.97	14	\$643.58	\$643.58
5							
9780328118038	PHONICS ACTIVITY MATS (6 PACK)	EA	1	\$130.47	14	\$1,826.58	\$1,826.58
6							
9780328145461	PHONICS SONGS AND RHYMES FLIPCHART GRADE K	EA	1	\$204.97	0	\$0.00	\$0.00
7							
9780328169511	PHONICS SONGS AND RHYMES AUDIO CD GRADE K	EA	1	\$70.47	0	\$0.00	\$0.00
8							
9780328962976	READYGEN 2016 SKILLS WORKBOOK GRADE K	EA	1	\$7.97	325	\$2,590.25	\$2,590.25
9							
9780328795826	READYGEN 2014 DECODABLE READERS	EA	1	\$496.47	14	\$6,950.58	\$6,950.58

Shaler Area School District

BOOKSHELF COLLECTION GRADE 1

10								
9780328147007	PICTURE CARDS	EA	1	\$91.97	14	\$1,287.58	\$1,287.58	
11								
9780328146987	ALPHABET CARDS IN ENGLISH AND SPANISH	EA	1	\$49.97	14	\$699.58	\$699.58	
12								
9780328791965	READYGEN 2014 HIGH FREQUENCY WORD CARDS GRADE 1	EA	1	\$84.47	14	\$1,182.58	\$1,182.58	
13								
9780328477418	SOUND SPELLING CARDS GRADE 1/3	EA	1	\$107.47	14	\$1,504.58	\$1,504.58	
14								
9780328056958	EARLY READING INTERVENTION LETTER TILES	EA	1	\$45.97	14	\$643.58	\$643.58	
15								
9780328118038	PHONICS ACTIVITY MATS (6 PACK)	EA	1	\$130.47	14	\$1,826.58	\$1,826.58	
16								
9780328795833	READYGEN 2014 DECODABLE READERS BOOKSHELF COLLECTION GRADE 2	EA	1	\$331.47	15	\$4,972.05	\$4,972.05	
17								
9780328147007	PICTURE CARDS	EA	1	\$91.97	15	\$1,379.55	\$1,379.55	
18								
9780328146987	ALPHABET CARDS IN ENGLISH AND SPANISH	EA	1	\$49.97	15	\$749.55	\$749.55	
19								
9780328857784	READYGEN 2016 SIGHT WORD CARDS GRADE 2	EA	1	\$44.47	15	\$667.05	\$667.05	
20								
9780328477418	SOUND SPELLING CARDS GRADE 1/3	EA	1	\$107.47	15	\$1,612.05	\$1,612.05	
21								
9780328056958	EARLY READING INTERVENTION LETTER TILES	EA	1	\$45.97	15	\$689.55	\$689.55	
22								
9780328118038	PHONICS ACTIVITY MATS (6 PACK)	EA	1	\$130.47	15	\$1,957.05	\$1,957.05	
23								
9780328962990	READYGEN 2016 SKILLS WORKBOOK GRADE 2	EA	1	\$7.97	325	\$2,590.25	\$2,590.25	
24								
9780328795840	READYGEN 2014 DECODABLE READERS BOOKSHELF COLLECTION GRADE 3	EA	1	\$331.47	14	\$4,640.58	\$4,640.58	
25								
9780328147007	PICTURE CARDS	EA	1	\$91.97	14	\$1,287.58	\$1,287.58	
26								
9780328146987	ALPHABET CARDS IN ENGLISH AND SPANISH	EA	1	\$49.97	14	\$699.58	\$699.58	
27								
9780328477418	SOUND SPELLING CARDS GRADE 1/3	EA	1	\$107.47	14	\$1,504.58	\$1,504.58	
28								
9780328056958	EARLY READING INTERVENTION LETTER TILES	EA	1	\$45.97	14	\$643.58	\$643.58	
29								
9780328118038	PHONICS ACTIVITY MATS (6 PACK)	EA	1	\$130.47	14	\$1,826.58	\$1,826.58	
30								
9780328963003	READYGEN 2016 SKILLS WORKBOOK GRADE 3	EA	1	\$7.97	330	\$2,630.10	\$2,630.10	
31								
9780328963058	READYGEN 2016 WORD ANALYSIS PRACTICE	EA	1	\$7.97	300	\$2,391.00	\$2,391.00	

Shaler Area School District

WORKBOOK GRADE 4

32

9780328963065	READYGEN 2016 WORD ANALYSIS PRACTICE WORKBOOK GRADE 5	EA	1	\$7.97	315	\$2,510.55	\$2,510.55
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Ms. Eloise Milligan

Shaler Area School District
1800 Mount Royal Blvd
Glenshaw, PA 15116-2196
United States

Quote Number: 76760-1

Quote Creation Date: 04-18-2019

Quote Expiration Date: 09-30-2019

Quote Release: 1

Shaler Area SD MyPerspectives Grade 6

Price Quote Summary

Solution	Base Amount	Free Amount	Total
myPerspectives English Language	\$ 36,552.75	\$ 599.88	\$ 36,552.75
Solution Subtotal	\$ 36,552.75	\$ 599.88	\$ 36,552.75
Shipping & Handling			\$ 3,289.75
Total			\$ 39,842.50

Price Quote Detail

ISBN	Description	Price	Free Qty	Charged Qty	Free Amount	Total Charged
myPerspectives English Language Arts						
myPerspectives™ English Language Arts ©2017 - Grade 6						
9780133339901	MYPERSPECTIVES ENGLISH LANGUAGE ARTS 2017 STUDENT EDITION (CONSUMABLE) 6-YEAR SUBSCRIPTION+ 6-YEAR DIGITAL COURSEWARE GRADE 06	\$112.47	0	325	\$0.00	\$36,552.75
9780133338645	MYPERSPECTIVES ENGLISH LANGUAGE ARTS 2017 TEACHER EDITION GRADE 06	\$149.97	4	0	\$599.88	\$0.00
myPerspectives™ English Language Arts ©2017 - Grade 6 Subtotal					\$ 599.88	\$ 36,552.75
myPerspectives English Language Arts Subtotal					\$ 599.88	\$ 36,552.75
Solution Subtotal					\$ 599.88	\$ 36,552.75
Shipping and Handling						\$ 3,289.75
Total						\$ 39,842.50

SHALER AREA SCHOOL DISTRICT

No: 311

SECTION: EMPLOYEES
TITLE: REDUCTION OF STAFF
ADOPTED:

311 REDUCTION OF STAFF	
1. Authority	<p>The Board is responsible for maintaining appropriate numbers of administrative, professional and support employees to effectively manage and operate the district and its schools. This policy establishes the manner in which necessary reductions of staff shall be accomplished.</p> <p>In the exercise of its authority to reduce staff through suspensions (furloughs) and elimination of positions, the Board shall give primary consideration to the staffing needs of the district, the effect upon the educational program and the financial stability of the district, and shall ensure compliance with law, regulations, collective bargaining agreements, individual contracts and Board resolutions.</p> <p>The Board shall not prevent any professional employee from engaging in another occupation during the period of suspension.</p> <p>Nothing in this policy shall be construed to limit the cause for which a temporary professional employee, or any employee other than a professional employee, may be suspended.</p>
2. Delegation of Responsibility	<p>The Superintendent shall be responsible for the continuous review of the efficiency and effectiveness of district organization and staffing and shall present recommendations for reduction in staff for Board consideration when such actions are deemed to be in the best interests of the district.</p> <p>The Superintendent shall consult with the district solicitor as necessary to ensure that reduction of staff is implemented in accordance with applicable laws.</p>
3. Guidelines	<p><u>Employees Other Than Professional Employees and Temporary Professional Employees</u></p> <p>The employment status of employees other than professional employees and temporary professional employees may be terminated or temporarily suspended whenever deemed necessary in the best interests of the school district, subject to limitations and procedures provided for in collective bargaining agreements, if any.</p> <p><u>Temporary Professional Employees</u></p> <p>The employment status of a temporary professional employee may be nonrenewed when the employee's position has been eliminated or when the</p>

conditions for which professional employees may be suspended otherwise exist, subject to limitations and procedures provided for in collective bargaining agreements, if any.

Professional Employees

The necessary number of professional employees may be suspended for the following reasons:

1. Substantial decrease in student enrollment in the district.
2. Curtailment or alteration of the educational program as a result of substantial decline in class or course enrollments or to conform with standards of organization or educational activities required by law or recommended by the Pennsylvania Department of Education. Such curtailment or alteration must be recommended by the Superintendent, agreed to by the Board, and approved by the Pennsylvania Department of Education. If not prevented by an existing or future provision of a collective bargaining agreement or employment contract, such a suspension may be effectuated without approval of the Pennsylvania Department of Education provided that, where an educational program is altered or curtailed, the district shall notify the Pennsylvania Department of Education of such action.
3. Consolidation of schools, whether within the district, through a merger of districts, or as a result of Joint Board agreements, when such consolidation makes it unnecessary to retain the full staff of professional employees.
4. When new school districts are established as the result of reorganization of school districts and such reorganization makes it unnecessary to retain the full staff of professional employees.
5. Economic reasons that require a reduction in professional employees; however, the district is prohibited from using an employee's compensation in the suspension determination. A Superintendent knowingly in violation of this prohibition shall have a letter from the Secretary of Education placed in his/her permanent employee record.

Economic Suspension Requirements

The Board may suspend professional employees for economic reasons if all of the following apply:

1. The Board approves the proposed suspensions by a majority vote of all school directors at a public meeting.
2. No later than sixty (60) days prior to the adoption of the final budget, the Board adopts a resolution of intent to suspend professional employees in the following fiscal year, setting forth:

	<p>a. The economic conditions necessitating the proposed suspensions and how the economic conditions will be alleviated by the proposed suspensions, including:</p> <ul style="list-style-type: none"> i. The total cost savings expected from the proposed suspensions. ii. A description of other cost-saving actions taken by the Board, if any. iii. The projected district expenditures for the following fiscal year with and without the proposed suspensions. iv. The projected total district revenues for the following fiscal year. <p>b. The number and percentage of employees to be suspended who are:</p> <ul style="list-style-type: none"> i. Professional employees assigned to provide instruction directly to students. ii. Administrative staff. iii. Professional employees who are not assigned to provide instruction directly to students and who are not administrative staff. <p>c. The impact of the proposed suspensions on academic programs to be offered to students following the proposed suspensions, as well as the impact on academic programs to be offered to students if the proposed suspensions are not undertaken, compared to the current school year, and the actions if any, that will be taken to minimize the impact on student achievement.</p> <p><u>Professional Employees Assigned to Provide Instruction Directly to Students</u></p> <p>Suspensions, due to economic reasons, of professional employees assigned to provide instruction directly to students may be approved by the Board only if the Board also suspends at least an equal percentage proportion of administrative staff, except when all of the following apply:</p> <ul style="list-style-type: none"> 1. The Secretary of Education determines that the district's operations are already sufficiently streamlined or that the suspension of administrative staff would cause harm to the school stability and student programs. 2. The Secretary of Education submits the determination to the State Board of Education. 3. The State Board of Education approves the determination by a majority of its members.
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The Board may choose to exempt from this requirement any five (5) administrative positions, one of which shall be the Business Manager or another staff member with the primary responsibility of managing the district's business operation.

Order of Suspensions

Data necessary for computation of each professional employee's performance rating and seniority status shall be recorded and maintained to ensure compliance with the required order for suspensions.

Performance Evaluation Rating

Professional employees shall be suspended, within the area of certification required by law for the professional employee's current position, in the following order based on the two (2) most recent annual performance evaluations:

1. Consecutive unsatisfactory ratings.
2. One (1) unsatisfactory rating and one (1) satisfactory rating.
3. Consecutive satisfactory ratings which are either consecutive ratings of proficient, or a combination of one (1) proficient or distinguished rating and one (1) needs improvement rating.
4. Consecutive satisfactory ratings which are consecutive distinguished, or a combination of one (1) rating of proficient and one (1) rating of distinguished.

Seniority

When the number of professional employees within each certification area receiving the same performance rating is greater than the number of suspensions, professional employees with the least seniority within each certification area shall be suspended before employees with greater seniority having the same performance rating.

In addition, professional employees shall be realigned to ensure that employees with more seniority have the opportunity to fill other positions within the district for which they are certificated and which are currently filled by less senior employees with the same or lower overall performance rating.

Seniority shall continue to accrue during a suspension and all approved leaves of absence.

When there is or has been a consolidation of schools, departments or programs, all professional employees shall retain the seniority rights they had prior to the reorganization or consolidation.

Reinstatement

Suspended professional employees, or professional employees demoted for reasons of this policy, shall be reinstated within the area of certification required by law for the vacancy being filled in the district, in the inverse order by which they were suspended and on the basis of their seniority within the district.

No new appointment shall be made while there is a suspended or demoted professional employee available who is properly certificated to fill such vacancy.

Positions from which professional employees are on approved leaves of absence shall be considered temporary vacancies.

To be considered available, suspended professional employees shall annually report in writing to the Board their current address and intent to accept the same or similar position when offered.

A suspended professional employee enrolled in a college program during a period of suspension and who is recalled shall be given the option of delaying a return to service until the end of the current semester.

Local Agency Law Hearings

The decision to suspend a professional employee shall be considered an adjudication for the purposes of the Local Agency Law, and a professional employee subject to such a decision shall have the right to a Local Agency Law hearing before the Board, if a hearing is requested within ten (10) days after being notified of suspension.

A decision to non-renew the employment of a temporary professional employee whose position has been eliminated or who is being nonrenewed for reasons for which professional employees may be suspended, shall be considered an adjudication for purposes of the Local Agency Law, and the employee shall be entitled to a Local Agency Law hearing, if a hearing is requested within ten (10) days after being notified of the decision to non-renew.

Legal References:

1. 22 PA Code 4.4
2. 24 P.S. 1106
3. 24 P.S. 406
4. 24 P.S. 1124
5. 24 P.S. 1125.1
6. 24 P.S. 524
7. 24 P.S. 1123
8. Pol. 313
9. 2 Pa. C.S.A. 551 et seq

SHALER AREA SCHOOL DISTRICT

No: 108

SECTION: PROGRAM

TITLE: ADOPTION OF TEXTBOOKS

ADOPTED: APRIL 15, 1998

REVISED: AUGUST 20, 2014

	<p style="text-align: center;">108 ADOPTION OF TEXTBOOKS</p>
1. Authority SC 508, 801, 803 Pol. 006	It is the responsibility of the Board to adopt all textbooks used as part of the educational program of this district.
2. Definition	For purposes of this policy, textbooks shall be defined as those books which are purchased in classroom quantity or more and which are issued to each student in the class.
3. Delegation of Responsibility	The Superintendent shall be responsible for the selection and recommendation of textbooks for Board consideration. No adoption or change of textbook shall be made without his/her recommendation except by a two-thirds vote of the Board.
4. Guidelines	<p>The Superintendent shall develop a plan for the selection of textbooks according to the following guidelines:</p> <ol style="list-style-type: none">1. Professional staff members selected by the Superintendent shall participate in the selection process.2. Textbooks with copyright dates more than five years old shall be reviewed annually for their continuing suitability.
Pol. 105.1	<p>In considering the approval of any proposed textbook, the Board will evaluate its:</p> <ol style="list-style-type: none">1. Suitability for the maturity level and educational accomplishment of the students who will be using the book2. Freedom from bias3. Relationship to the curriculum4. Relationship to a continuous multi-grade program5. Manner of selection6. Cost7. Appearance and durability <p>A list of all approved textbooks shall be prepared and maintained. It shall be reviewed periodically by the Superintendent and made available for the use of the professional staff, for the information of members of the Board, and for the information of students and community.</p> <p>References: School Code – 24 P.S. Sec. 508, 801, 803, 807.1 Board Policy – 000, 006, 105.1, 610</p>

April 26, 2019

Dr. Bryan E. O'Black
Superintendent
Shaler Area School District
1800 Mt. Royal Boulevard
Glenshaw, PA 15116

SENT VIA ELECTRONIC MAIL

Dear Dr. O'Black:

I am responding to your correspondence requesting an Emergency School Closing waiver due to road closures that prevented buses and vehicles from safely accessing Reserve Primary School. As a result, school was closed for Reserve Primary School on February 25, 2019. All other schools in District, except for Marzolf Primary School, were able to operate.

Your request for a waiver was received pursuant to the authority of the Pennsylvania School Code, Section 2523, and the procedures identified in the Basic Education Circular titled Emergency School Closings, 24 P.S. 2523. Since the situation represented a threat to the students' health/safety and resulted in closing one building and that it would be organizationally difficult to make up the lost day for the building, your waiver request is approved.

The approval is granted under the authority of the Pennsylvania School Code, Section 2523, and the procedures identified in the Basic Educational Circular titled Emergency School Closings, 24 P.S. 2523. Please be advised that the approval of this waiver does not release the school district of the responsibility to provide a minimum of 990 hours of instruction for secondary students and 900 hours of instruction for elementary students (including full-day kindergarten students). With this approval there will be no loss of state subsidy related to instructional days.

Students attending Reserve Primary School who were not in attendance due to the emergency school closing on February 25, 2019 will be counted in the Shaler Area School District's student membership for the day. With this approval there will be no loss of state subsidy related to instructional days.

Please feel free to contact me if you have any questions.

Sincerely,



Monica L. Washington
Director
School Services Office

cc: ra-CAD@pa.gov