

SHALER AREA SCHOOL DISTRICT

POLICY 511

SECTION: CLASSIFIED EMPLOYEES
 TITLE: SUSPENSIONS OR LAYOFFS
 ADOPTED: January 21, 1998

REVISED:

511. SUSPENSIONS OR LAYOFFS

1. Purpose
SC 406
Maintenance of classified staff appropriate to effectively operate 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
Consistent with law, the Board has the authority and responsibility to determine how suspensions and layoffs will be made.
3. Delegation
of Responsibility
The Superintendent or designee shall provide administrative procedures that provide for determination of seniority and provide for a system of recall if a furlough list is to be maintained, specifying the manner in which such recalls will be made and the period for which furloughed personnel will be retained on the furlough list.
4. Guidelines
2 PA C.S.
Sec. 551
et seq
Classified employees may be entitled to a hearing under the Local Agency Law, Act 353 of 1968, at the employee's request prior to suspension or layoff.
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.

School Code
406

PA Statute
2 PA C.S.
Sec. 551