

BERMUDIAN SPRINGS SCHOOL DISTRICT

SECTION: SUPPORT EMPLOYEES

TITLE: SUSPENSIONS AND
FURLOUGHS

ADOPTED: March 14, 2006

REVISED:

| 511. SUSPENSIONS AND FURLOUGHS | |
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| <p>1. Purpose SC 406</p> | <p>Maintenance of support staff appropriate to effectively operate district programs is a Board responsibility. The purpose of this policy is to establish the manner in which the necessary reductions of that staff shall be accomplished.</p> |
| <p>2. Authority</p> | <p>Consistent with law, the Board has the authority and responsibility to determine how suspensions and furloughs shall be made.</p> |
| <p>3. Delegation of Responsibility</p> | <p>The Superintendent shall develop administrative procedures that provide for:</p> <ol style="list-style-type: none"> 1. Determination of seniority. 2. Pooling of job related skills that may affect suspensions or reinstatements. 3. System of recall if a furlough list is maintained, specifying the manner in which recalls will be made and the time period furloughed personnel will be retained on the furlough list. 4. Treatment of noncompensated leaves as they affect seniority. |
| <p>4. Guidelines</p> | <p>Abolishment of support positions may be brought about by many factors, such as:</p> <ol style="list-style-type: none"> 1. Decline in student enrollment. 2. Utilization of new methods and technology. 3. Changes in district's organizational pattern. 4. Changes in district's economic resources and tax base. |
| <p>2 Pa. C.S.A. Sec. 551 et seq</p> | <p>Support employees may be entitled to a hearing under the Local Agency Law, at the employee's request, prior to suspension or layoff.</p> |

511. SUSPENSIONS AND FURLOUGHS - Pg. 2

School Code
406

PA Statute
2 Pa. C.S.A.
Sec. 551 et seq