

SECTION: CLASSIFIED EMPLOYEES

TITLE: SUSPENSIONS OR LAYOFFS

ADOPTED: MARCH 18, 1996

REVISED:

# Lebanon School District

	511. SUSPENSIONS OR LAYOFFS	1
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1. Purpose	Maintenance of classified staff appropriate	4
SC 406	to effectively carry on the educational program of	5
	the district is a Board responsibility. The	6
	purpose of this policy is to establish the manner	7
	in which the necessary reductions of that staff	8
	will be accomplished.	9
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2. Authority	Consistent with law, the Board has the	11
	authority and responsibility to determine when	12
	suspensions and furloughs will be made.	13
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3. Guidelines	The Superintendent shall develop administra-	15
	tive procedures for the reduction of staff in	16
	accordance with this policy and with applicable	17
	law.	18
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	The efficiency and effectiveness of district	20
	organization and staffing patterns shall be under	21
	continuing review, and recommendations for	22
	abolishing positions and reallocating duties shall	23
	be presented for Board consideration when the	24
	Superintendent considers such actions to be in the	25
	best interest of the district.	26
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	Data necessary for the computation of each	28
	professional staff member's seniority status shall	29
	be recorded and maintained.	30
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	Classified employes shall be suspended for	32
	causes consistent with law in inverse order of	33
	seniority within the district.	34
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	The district shall realign its classified	36
	staff so as to ensure that more senior employes	37
	are provided with the opportunity to fill	38
	positions for which they are certified and which	39
	are being filled by less senior employes.	40
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If the employe fails to appear for reinstatement, s/he shall be dropped from the list of suspended employes.

Refusal to accept reinstatement in a position which the employe is certificated shall be cause removal from the list of furloughed employes.

School Code  
406

PA Statute  
2 PA C.S.  
Sec. 551