

FAIRVIEW SCHOOL DISTRICT

SECTION: ADMINISTRATIVE
EMPLOYEES

TITLE: SUSPENSIONS AND
FURLOUGHS

ADOPTED: June 20, 1994

REVISED:

311. SUSPENSIONS AND FURLOUGHS	
<p>1. Purpose SC 1124</p>	<p>Maintenance of an administrative and supervisory staff to effectively manage the affairs of the district is a Board responsibility. The purpose of this policy is to establish the manner in which necessary reductions of that staff shall be accomplished.</p>
<p>2. Authority SC 524, 1125</p>	<p>The Board has the authority and responsibility to determine how suspensions and furloughs of administrative staff shall be made when necessary and in accordance with law.</p>
<p>3. Delegation of Responsibility SC 1125.1</p>	<p>The Superintendent shall develop administrative procedures for the reduction of staff in accordance with this policy and with applicable law.</p>
<p>4. Guidelines SC 1123</p>	<p>Data necessary for the computation of each administrative staff member's rating and seniority status shall be recorded and maintained. The rating system shall comply with State requirements where such requirements exist.</p>
<p>SC 1109, 1125.1</p>	<p>Standards shall be established for the suspension or furlough of one administrative employee over another when one or more must be suspended. Such standards shall be based upon:</p> <ol style="list-style-type: none"> 1. The background necessary to perform the duties of the affected position. 2. Seniority in the district. 3. Scope of certifications.
<p>2 PA C.S.A. Sec. 551 et seq</p>	<p>Tenured administrative employees are entitled to a Local Agency Law Hearing at the employee's request prior to suspension or furlough.</p> <p>Nontenured administrators may request a hearing with the Superintendent prior to suspension.</p>