

SECTION: PROFESSIONAL EMPLOYEES

TITLE: SUSPENSIONS AND FURLOUGHS

ADOPTED: June 20, 1994

REVISED:

FAIRVIEW SCHOOL DISTRICT

411. SUSPENSIONS AND FURLOUGHS	
<p>1. Purpose SC 1124</p>	<p>Maintenance of a professional staff appropriate to effectively carry on 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.</p>
<p>2. Authority SC 1125.1</p>	<p>Consistent with law, the Board has the authority and responsibility to determine when suspensions and furloughs will be made.</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>Professional employees shall be suspended for causes consistent with law in inverse order of seniority within the district.</p>
<p>4. Guidelines SC 1129</p>	<p>Data necessary for the computation of each teaching staff member's rating shall comply with State requirements and his/her seniority status shall be recorded and maintained.</p>
<p>SC 1125.1 (f)</p>	<p>Tenured professional employees have the right to a Local Agency Law hearing, and the decision to suspend shall be considered an adjudication for the purposes of that hearing.</p>
<p>2 PA C.S.A. Sec. 551 et seq</p>	<p>Temporary professional employees are entitled to a Local Agency Law hearing, at the request of the employee prior to suspension or furlough.</p>
<p>SC 1125.1 (d) (2)</p>	<p>Reinstatements from a list of suspended professional employees shall be made on the basis of their seniority within the district.</p> <p>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.</p>