

SECTION: SUPPORT EMPLOYEES

TITLE: SUSPENSIONS AND LAYOFFS

ADOPTED: June 20, 1994

REVISED:

FAIRVIEW SCHOOL DISTRICT

511. SUSPENSIONS AND LAYOFFS	
1. Purpose SC 406	Maintenance of a support 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 such 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. Guidelines	The abolishment of support positions may be brought about by many facts, such as: decline in student enrollment, utilization of new techniques and technology, changes in the physical facilities of the district, and the need for operating economies.
4. Delegation of Responsibility	The Superintendent shall provide administrative procedures that provide for determination of seniority and 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.
2 PA C.S.A. Sec. 551 et seq	Support 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.