

SECTION: PROFESSIONAL
EMPLOYEES

TITLE: SUSPENSIONS AND
FURLOUGHS

ADOPTED: November 9, 1995

REVISED: January 11, 2007

Palmyra Area School District

| 411. SUSPENSIONS AND FURLOUGHS | |
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| 1. Purpose SC 1124 | Maintenance of 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. |
| 2. Authority SC 1125.1 | Consistent with law the Board has the authority and responsibility to determine when suspensions and furloughs will be made. |
| 3. Delegation of Responsibility SC 1125.1 | The Superintendent shall develop administrative procedures for the reduction of staff in accordance with this policy and with applicable law. The efficiency and effectiveness of district organization and staffing patterns shall be under continuing review, and recommendations for abolishing positions and reallocating duties shall be presented for Board consideration when the Superintendent considers such actions to be in the best interest of the district. |
| SC 1129 | Data necessary for the computation of each teaching staff member's seniority status shall be recorded and maintained. |
| SC 1124 | Professional employees shall be suspended for causes consistent with law in inverse order of seniority within the district. |
| SC 1125.1 | The district shall realign its professional staff so as to ensure that more senior employees are provided with the opportunity to fill positions for which they are certified and which are being filled by less senior employees. Such realignment, however, will not be construed to require curriculum changes or department revisions. |
| SC 1125.1 (f) | 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. |
| 2 PA C.S. | Temporary professional employees are entitled to a Local Agency Law |

Sec. 551 et seq

SC 1125.1
(d) (2)

hearing at the request of the employee prior to suspension or furlough.

Reinstatements from a list of suspended professional employees shall be made on the basis of their seniority within the district.

To be considered available for reinstatement, a suspended professional employee must annually report to the Board, in writing, his/her current address and intent to accept the same or a similar position when offered upon thirty (30) days notice to the suspended employee.

If the employee fails to appear for reinstatement, s/he shall be dropped from the list of suspended employees.

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

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.

Negotiated collective bargaining agreements may supersede the provisions of this policy when they prescribe conditions enumerated in or affected by this policy.