

BLOOMSBURG AREA SCHOOL DISTRICT Policy Manual
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Section: PROFESSIONAL EMPLOYEES

Title: ABOLISHING A POSITION

Date Adopted: August 17, 1981

Date Last Revised: June 16, 2003

410. ABOLISHING A POSITION

- .1 It is the responsibility of the Board to provide the professional staff necessary for the implementation of the educational programs of the district and for the proper operation of the schools and to do so efficiently and economically.

- .2 The Board recognizes its responsibility to maintain professional staff positions consistent with the needs of the district.

- .3 In the exercise of its authority to reduce staff or abolish positions, the Board shall give primary consideration to:
 - .31 the effect upon the educational program

 - .32 the impact upon the costs of operating

 - .33 whether the elimination of the program/position needs the approval of the Department of Education.

- .4 The abolishment of positions affecting professional employees can be brought about because of:
 - .41 substantial decline in student enrollment

 - .42 changes in the methods of organization for instruction

 - .43 changes in the physical facilities of the district

 - .44 consolidation of schools or programs

 - .45 the need for operating economies.

- .5 The Superintendent shall recommend to the Board annually the number of professional positions needed for the district to function efficiently. The Superintendent is also responsible for recommending the abolishment of unnecessary positions.
- .6 Reduction in staff as a result of the abolishment of positions shall be in accordance with law and the procedures set forth in Policy #411.