

BLOOMSBURG AREA SCHOOL DISTRICT Policy Manual
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Section: ADMINISTRATIVE EMPLOYEES
Title: SUSPENSIONS AND FURLOUGHS
Date Adopted: August 17, 1981
Date Last Revised: December 16, 2002

311. SUSPENSIONS AND FURLOUGHS

- .1 Maintenance of an administrative and supervisory staff appropriate 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.
- .2 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.
- .3 The Superintendent shall develop administrative procedures for the reduction of staff in accordance with this policy and with applicable law, and which ensure the following:
 - .31 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.
 - .32 Data necessary for the computation of each administrative staff member's seniority status shall be recorded and maintained.
 - .33 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 employee competence as determined by the ratings of the Superintendent.
- .4 Tenured administrative employees are entitled to a Local Agency Law hearing at the employee's request prior to suspension or furlough under Act 353 of 1968.

- .5 Nontenured administrative employees are not entitled to a Local Agency Law hearing prior to suspension or furlough.