

<p style="text-align: center;"><b>BLOOMSBURG AREA SCHOOL DISTRICT</b> <b>Policy Manual</b></p>
--

Section:                   PROFESSIONAL EMPLOYEES

Title:                      SUSPENSIONS OR FURLOUGHS

Date Adopted:            August 17, 1981

Date Last Revised:      June 16, 2003

---

---

**411. SUSPENSIONS OR FURLOUGHS**

- .1     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     Consistent with law, the Board has the authority and responsibility to determine how suspensions and furloughs will be made.
- .3     The Superintendent shall develop administrative procedures for the reduction of staff in accordance with this policy and with applicable law.
- .4     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.
- .5     Data necessary for the computation of each teaching staff member's rating and seniority status shall be recorded and maintained. The rating system shall comply with state requirements.
- .6     Standards shall be established for the suspension or furlough of one professional employee over another when one or more must be suspended. Such standards shall be based upon employee competence as determined by the rating on the proper state form or its approved equivalent. If necessary, seniority in the affected area of certification in the district will be used as criteria.
- .7     An effort will be made, where applicable, to realign the professional staff so that when the reduction has been effected, the remaining professional assignments can be performed by the resulting professional staff.

- .8 Tenured professional employees and temporary professional employees are entitled to a local Agency Law hearing at the request of the employee under Act 353 of 1968.
- .9 Reinstatements from a list of furloughed professional employees shall be made in accordance with the following:
  - .91 on the basis of certification and experience in the position to be filled
  - .92 refusal to accept reinstatement in a position for which the employee is certificated shall be cause for removal from the list of furloughed employees.