

DELAWARE VALLEY SCHOOL DISTRICT

SECTION: EMPLOYEES

TITLE: PROFESSIONAL EMPLOYEES -
SUSPENSIONS AND
FURLOUGHS

ADOPTED: NOVEMBER 21, 2013

REVISED: OCTOBER 17, 2013

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| <p>1. Purpose</p> <p>2. Authority SC 524, 1124, 1125.1</p> <p>3. Delegation of Responsibility SC 1125.1</p> <p>4. Guidelines SC 1123 Pol. 412, 413</p> <p>SC 1124, 1125.1</p> <p>SC 1125.1 2 Pa. C.S.A. Sec. 551 et seq</p> <p>2 Pa. C.S.A. Sec. 551 et seq</p> | <p>311.1. PROFESSIONAL EMPLOYEES - SUSPENSIONS AND FURLOUGHS</p> <p>Maintenance of professional staff appropriate to effectively continue the district's educational program is a Board responsibility. The purpose of this policy is to establish the manner in which the necessary reductions of that staff shall be accomplished.</p> <p>Consistent with law and the collective bargaining agreement, the Board has the authority and responsibility to determine when suspensions and furloughs shall be made.</p> <p>The Superintendent or designee shall develop administrative procedures for reduction of staff in accordance with this policy and applicable law.</p> <p>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 interests of the district.</p> <p>Data necessary for the computation of each professional staff member's rating shall comply with state requirements, and his/her seniority status shall be recorded and maintained.</p> <p>Professional employees shall be suspended for causes consistent with law in inverse order of seniority within the district.</p> <p>Professional employees shall be suspended by the procedure established in the collective bargaining agreement.</p> <p>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.</p> <p>Temporary professional employees are entitled to a Local Agency Law hearing at the request of the employee prior to suspension or furlough.</p> |
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