

DELAWARE VALLEY SCHOOL DISTRICT

SECTION: EMPLOYEES

TITLE: CLASSIFIED
EMPLOYEES SUSPENSIONS
AND FURLOUGHS

ADOPTED: NOVEMBER 21, 2013

REVISED: OCTOBER 17, 2013

<p>1. Purpose SC 406</p> <p>2. Authority</p> <p>3. Delegation of Responsibility</p> <p>4. Guidelines</p> <p>2 Pa. C.S.A. Sec. 551 et seq</p>	<p>311.2 CLASSIFIED EMPLOYEES - SUSPENSIONS AND FURLOUGHS</p> <p>Maintenance of classified staff appropriate to effectively operate district programs 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 collective bargaining agreements, the Board has the authority and responsibility to determine how suspensions and furloughs shall be made.</p> <p>The Superintendent shall develop administrative procedures that provide for:</p> <ol style="list-style-type: none"> 1. Determination of seniority. 2. Pooling of job related skills that may affect suspensions or reinstatements. 3. System of recall if a furlough list is maintained, specifying the manner in which recalls will be made and the time period furloughed personnel will be retained on the furlough list. <p>Abolishment of classified positions may be brought about by many factors, such as:</p> <ol style="list-style-type: none"> 1. Decline in student enrollment. 2. Utilization of new methods and technology. 3. Changes in district's organizational pattern. 4. Changes in district's economic resources and tax base. 5. Need for operating economies. <p>Classified employees may be entitled to a hearing under the Local Agency Law, at the employee's request, prior to suspension or layoff.</p>
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<p>School Code 406</p> <p>PA Statute 2 Pa. C.S.A. Sec. 551 et seq</p>	<p>A collective bargaining agreement may provide 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.</p>
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