

SECTION: CLASSIFIED
EMPLOYEES

TITLE: SUSPENSIONS OR
LAYOFFS

ADOPTED: November 9, 1995

REVISED: January 11, 2007

Palmyra Area School District

511. SUSPENSIONS OR LAYOFFS

1. Purpose

SC 406

Maintenance of classified staff appropriate to effectively operate the educational program 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. Authority

Consistent with law, the Board has the authority and responsibility to determine how suspensions and layoffs will be made.

3. Guidelines

The abolishment of classified positions may be brought about by many facts, such as:

decline in student enrollment;

utilization of new techniques and technology; or

the need for operating economies.

4. Delegation of
Responsibility

The Superintendent shall provide administrative procedures that:

provide for determination of seniority and

provide for a system of recall if a furlough list is to be maintained, specifying the manner in which such recalls will be made and the period for which furloughed personnel will be retained on the furlough list.

2 PA C.S.
Sec. 551 et seq

Classified employees may be entitled to a hearing under the Local Agency Law, Act 353 of 1968, at the employee's request prior to suspension or layoff.

A collective bargaining agreement may provide for 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.

Negotiated collective bargaining agreements may supersede the provisions of

	<p>this policy when they prescribe conditions enumerated in or affected by this policy.</p>
--	---