



Section ADMINISTRATIVE EMPLOYEES

Title SUSPENSIONS AND FURLOUGHS

LACKAWANNA TRAIL SCHOOL DISTRICT

Adopted

Revised

Lackawanna Trail School District

	311. SUSPENSIONS AND FURLOUGHS		1
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1. Purpose	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.	SC 1124	4
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2. Authority	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.	SC 524 1125	11
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3. Delegation of Responsibility	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:	SC 1125.1	17
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	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.		22
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	Standards shall be established for the suspension or furlough of one administrative employe over another when one or more must be suspended. Such standards shall be based upon the background necessary to perform the duties of the affected position, employe competence, overall experience and scope of certifications.	SC 1109 1125.1	32
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Tenured administrative employes are entitled to a Local Agency Law hearing at the employe's request prior to suspension or furlough.

Nontenured administrators may request a hearing by the Superintendent prior to suspension.

School Code

2 Pa. C.S.
SC 551
et seq

SC 524
1109, 1123
1124, 1125.1

Other Cites

2 Pa. C.S.,
SC 551
et seq

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