



Section CLASSIFIED EMPLOYES

Title SUSPENSIONS OR LAYOFFS

LACKAWANNA TRAIL SCHOOL DISTRICT

Adopted

Revised

# Lackawanna Trail School District

	511. SUSPENSIONS OR LAYOFFS		1
1. Purpose	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 the necessary reductions of that staff will be accomplished.	SC 406	2 3 4 5 6 7 8 9 10
2. Authority	Consistent with law, the Board has the authority and responsibility to determine how suspensions and layoffs will be made.		11 12 13 14 15
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, changes in the physical facilities of the district, changes in the economic and tax base of the district, and the need for operating economies.		16 17 18 19 20 21 22 23
4. Delegation of Responsibility	<p>The Superintendent shall provide administrative procedures that provide for determination of seniority.</p> <p>Classified employes may be entitled to a hearing under the Local Agency Law, Act 353 of 1968, at the employe's request prior to suspension or layoff.</p> <p>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.</p>	2 Pa. C.S. SC 551 et seq	24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44
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School code

SC 406

Other Cites

2 Pa. C.S.  
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