

COUNCIL ROCK SCHOOL DISTRICT

SECTION: ADMINISTRATIVE
EMPLOYEES

TITLE: SUSPENSIONS AND
FURLOUGHS

ADOPTED: October 16, 1997

REVISED:

311. SUSPENSIONS AND FURLOUGHS	
<p>1. Purpose SC 1124</p>	<p>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.</p>
<p>2. Authority SC 524, 1125</p>	<p>The Board has the authority and responsibility to determine how suspensions and furloughs of administrative staff shall be made and in accordance with law, when necessary.</p>
<p>3. Delegation of Responsibility SC 1125.1</p>	<p>The Superintendent shall develop administrative procedures for the reduction of staff in accordance with this policy and with applicable law. 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.</p>
<p>4. Guidelines SC 1123</p>	<p>Data necessary for the computation of each administrative staff member's rating and seniority status shall be recorded and maintained. The rating system shall comply with State requirements where such requirements exist.</p>
<p>SC 1109 1125.1</p>	<p>Standards shall be established for the suspension or furlough of one administrative employee over another when one or more must be suspended.</p> <p>Basic qualifications for the affected position shall be considered.</p>
<p>2 PA C.S. Sec. 551 et seq</p>	<p>Tenured administrative employees are entitled to a Local Agency Law Hearing at the employee's request prior to suspension or furlough.</p> <p>Nontenured administrative employees may not be entitled to a Local Agency hearing prior to suspension or furlough. However, nontenured administrators may request a hearing by the Board, or by a committee of the Board, prior to suspension.</p>