

EAST STROUDSBURG AREA SCHOOL DISTRICT

SECTION: ADMINISTRATIVE
EMPLOYEES

TITLE: ABOLISHING A POSITION

ADOPTED: August 19, 2002

REVISED: DRAFT

310. ABOLISHING A POSITION	
1. Purpose	The Board is responsible for providing the administrative, <u>professional and support</u> staff necessary for implementing the educational program and the <u>proper effective</u> operation of the schools, and to do so efficiently and economically.
<u>2. Definition</u>	<u>Abolishing A Position shall be defined as eliminating a position that has previously been approved by the Board.</u>
<u>23.</u> Authority SC 524, 1106	The Board recognizes its responsibility to maintain administrative staff positions consistent with the management, and supervisory, <u>instructional, and operational</u> needs of the <u>schools and the</u> school district.
SC 1124	In the exercise of its authority to reduce staff or abolish positions, the Board shall give primary consideration to the effect upon the educational program and shall ascertain <u>ensure</u> that elimination of a program is approved by the Department of Education.
Pol. 311	Reduction in staff as a result of the abolishment of positions shall be in accordance with law and Board policy.
<u>3. Delegation of Responsibility</u>	<u>The Superintendent shall recommend annually to the Board the number of staff positions needed for the school district to function efficiently, including recommending the abolishment of unnecessary positions.</u>
<u>34.</u> Guidelines	Abolishment of administrative positions <u>affecting certificated administrative and professional employees</u> may be brought about by many factors, such as: <ol style="list-style-type: none"> 1. Substantial decline in student enrollment. 2. <u>Curtailment or alteration of a program due to a substantial decline in class or course enrollments or to conform to standards of organization or educational activities required by law or recommended by the Pennsylvania Department of Education.</u> 3. <u>Consolidation of schools that makes it unnecessary to retain the full staff.</u>

<p>4. Delegation of Responsibility</p>	<p><u>Abolishment of non-certificated administrative and support positions may be brought about by many factors, such as:</u></p> <ol style="list-style-type: none"><u>1. Substantial decline in student enrollment.</u>2. Changes in the school district's organizational structure.3. Changes in the school district's facilities <u>or technology.</u>4. Changes in the school district's economic resources and tax base.5. <u>Need for operating economies.</u> <p>The Superintendent shall recommend annually to the Board the number of administrative positions needed for the school district to function efficiently, including recommending the abolishment of unnecessary positions.</p> <p><u>References:</u></p> <p><u>24 P.S. Sec. 524, 1106, 1124</u></p> <p><u>Policy 311</u></p>
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