

**EAST
STROUDSBURG
AREA
SCHOOL DISTRICT**

SECTION: SUPPORT EMPLOYEES

TITLE: SUSPENSIONS AND FURLOUGHS

ADOPTED: August 19, 2002

REVISED:

REPEAL: August 2018

| 511. SUSPENSIONS AND FURLOUGHS | |
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| 1. Purpose SC 406 | Maintenance of support staff appropriate to effectively operate school district programs is a Board responsibility. The purpose of this policy is to establish the manner in which the necessary reductions of that staff shall be accomplished. |
| 2. Authority | Consistent with law and collective bargaining agreements, the Board has the authority and responsibility to determine how suspensions and furloughs shall be made. |
| 3. Delegation of Responsibility | The Superintendent shall develop administrative procedures that provide for: <ol style="list-style-type: none"> 1. Determination of seniority. 2. Pooling of job related skills that may affect suspensions or reinstatements. 3. System of recall if a furlough list is maintained, specifying the manner in which recalls will be made and the time period furloughed personnel will be retained on the furlough list. |
| 4. Guidelines | Abolishment of support positions may be brought about by many factors, such as: <ol style="list-style-type: none"> 1. Decline in student enrollment. 2. Utilization of new methods and technology. 3. Changes in the school district's organizational pattern. 4. Changes in the physical facilities of the district. 5. Changes in the school district's economic resources and tax base. 6. Need for operating economies. |

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| <p>2 Pa. C.S.A. Sec. 551 et seq</p> <p>School Code 406</p> <p>PA Statute 2 Pa. C.S.A. Sec. 551 et seq</p> | <p>Support employees may be entitled to a hearing under the Local Agency Law, at the employee's request, prior to suspension or layoff.</p> <p>A collective bargaining agreement may provide 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> |
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