

MIDDLETOWN AREA SCHOOL DISTRICT

SECTION: CLASSIFIED EMPLOYEES
 TITLE: SUSPENSIONS AND LAYOFFS
 ADOPTED: October 14, 1991
 REVISED:

511. SUSPENSIONS AND LAYOFFS	
<p>1. Purpose SC 406</p>	<p>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.</p>
<p>2. Authority</p>	<p>Consistent with law, the Board has the authority and responsibility to determine how suspensions and layoffs will be made.</p>
<p>3. Guidelines</p>	<p>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, and changes in the economic and tax base of the district.</p>
<p>4. Delegation of Responsibility</p>	<p>The Superintendent shall provide administrative procedures that:</p> <ol style="list-style-type: none"> 1. Provide for determination of seniority. 2. Provide for the pooling of job related skills that may affect suspensions or reinstatements. 3. Provide for a system of recall if a furlough list is to be maintained, specifying the manner in which such recalls will be made and the period for which furloughed personnel will be retained on the furlough list.
<p>2 PA. C.S.A. Sec. 551 et seq</p>	<p>Classified employees may be entitled to a hearing under the Local Agency Law, Act 353 of 1968, at the employee'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>