

# Tyrone Area School District

TITLE:       SUSPENSIONS AND  
FURLOUGHS

ADOPTED:

REVISED:

<p>1.Purpose SC 1124</p> <p>2.Authority SC 524 1125</p> <p>3.Delegation of Responsibility SC 1125.1</p> <p>SC 1109 1125.1</p> <p>2 PA C.S. Sec. 551 et seq</p>	<p style="text-align: center;">311. SUSPENSIONS AND FURLOUGHS</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>The Board has the authority and responsibility to determine how suspensions and furloughs of administrative staff shall be made when necessary and in accordance with law.</p> <p>The Superintendent shall develop administrative procedures for the reduction of staff in accordance with this policy and with applicable law and which ensure the following:</p> <p>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>Standards shall be established for the suspension or furlough of one administrative employe over another when one or more must be suspended. Such standards shall be based upon the background necessary to perform the duties of the affected position; employe competence; seniority in district; overall experience; and scope of certifications.</p> <p>Basic qualifications for the affected position shall be considered. Substantial differences in ratings will be applied before seniority is considered. A substantial difference is defined, for purposes of this policy, as more than 15% (of base points).</p> <p>Tenured administrative employes are entitled to a Local Agency Law Hearing at the employe's request. Nontenured administrators may request a hearing by the Board, or by a committee of the Board, prior to suspension.</p>
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<p>School Code 524, 1109, 1123, 1124, 1125.1</p> <p>PA Statute 2 PA C.S. Sec. 551</p>	
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