

Tyrone Area School District

TITLE: SUSPENSIONS AND
 FURLOUGHS

ADOPTED:

REVISED:

411. SUSPENSIONS AND FURLOUGHS	
1.Purpose SC 1124	Maintenance of professional staff appropriate to effectively carry on 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.
2.Authority SC 1125.1	Consistent with law, the Board has the authority and responsibility to determine when suspensions and furloughs will be made.
3.Delegation of Responsibility SC 1125.1	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.
SC 1129	Data necessary for the computation of each teaching staff member's rating shall comply with State requirements. Seniority status shall be recorded and maintained.
SC 1124	Professional employees shall be suspended for causes consistent with law in inverse order of seniority within the district. Substantial differences in ratings will be applied before seniority is considered; a substantial difference is defined as five(5) points. In rating performance, numerical values are assigned in four basic areas Personality, Preparation, Technique, Pupil Reaction ranging from a low of 5 to a high of 20 and here noted 5 Unsatisfactory 10 Fair 15 Good 20 Outstanding

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	<p>Seniority, at one point for each year served in the district, will be added to the rating total for the four basic areas.</p> <p>Bumping will be permitted within the areas of certification and as outlined in court decisions.</p> <p>Nontenured teachers will be the first to be suspended or furloughed; all other teachers' terminations will be based on the evaluation process or the sum of performance rating and seniority.</p> <p>If there is no substantial difference in ratings (5 or more points), seniority will prevail.</p>
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