



Section ADMINISTRATIVE EMPLOYEES
 Title SUSPENSIONS AND FURLOUGHS

LINE MOUNTAIN SCHOOL DISTRICT

Date Adopted September 26, 1979

Guide		Reference
	311. SUSPENSIONS AND FURLOUGHS	
1. <u>Purpose</u>	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.	§ 1124
2. <u>Authority</u>	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.	§§ 524, 1125
3. <u>Delegation of Responsibility</u>	<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> <ul style="list-style-type: none"> - 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; - Data necessary for the computation of each administrative staff member's rating and seniority status and shall be recorded and maintained. The rating system shall comply with State requirements where such requirements exist; - 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; overall experience; and scope of certifications. 	<p>§ 1125</p> <p>§ 1123</p> <p>§§ 1109, 1125</p>

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Tenured administrative employes are entitled to a Local Agency Law hearing at the employe's request prior to suspension or furlough under Act 353 of 1968.

Act 353 of
1968

Non-tentured administrative employes are also entitled to a Local Agency Law hearing prior to suspension or furlough.

School Code

SS 524,
1109,1123,
1124,1125

Other Cites

Act 353 of
1968

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