

STATE COLLEGE
 AREA
 SCHOOL DISTRICT

SECTION: PROFESSIONAL EMPLOYEES

TITLE: ABOLISHING A POSITION

ADOPTED: November 12, 2007

REVISED:

410. ABOLISHING A POSITION	
<p>1. Authority</p> <p>SC 524, 1106 Title 22 Sec. 4.4</p> <p>SC 1124</p>	<p>It is the responsibility of the Board to provide the professional staff necessary for the implementation of the educational programs of the district and for the proper operation of the schools and to do so efficiently and economically.</p> <p>The Board recognizes its responsibility to maintain professional staff positions consistent with the needs of the school district.</p> <p>In the exercise of its authority to reduce staff or abolish positions, the Board shall give primary consideration to the effect upon the educational program and shall ascertain that elimination of a program is approved by the Department of Education.</p>
<p>2. Guidelines</p> <p>SC 1124, 1125.1 Pol. 411</p>	<p>The Pennsylvania Public School Code has provisions which govern the manner in which job security, job progression, and reduction in force practices shall be effected with respect to members of the bargaining unit.</p>
<p>3. Delegation of Responsibility</p> <p>SC 1124, 1125.1 Pol. 411</p>	<p>The Superintendent shall recommend to the Board annually the number of professional positions needed for the district to function efficiently. The Superintendent should also be responsible for recommending the abolishment of unnecessary positions.</p> <p>Reduction in staff as a result of the abolishment of positions shall be in accordance with law and the procedures set forth in Board Policy 411.</p> <p>References:</p> <p>School Code – 24 P.S. Sec. 524, 1106, 1124, 1125.1</p> <p>State Board of Education Regulations – 22 PA Code Sec. 4.4</p> <p>Board Policy – 411</p>