

# SOUTHERN LEHIGH SCHOOL DISTRICT

SECTION: PROFESSIONAL EMPLOYEES

TITLE: FURLOUGH\*

ADOPTED: May 19, 1964

REVISED: August 24, 1987; February 8, 2016

REVIEWED: April 23, 1990

## 411. FURLOUGH\*

### Authority

The Board is responsible for maintaining appropriate numbers of administrative and professional employees to effectively manage and operate the district and its schools. This policy establishes the manner in which necessary reductions of staff shall be accomplished.

The Board has the authority and responsibility to determine how suspensions of district employees shall be made when necessary, in accordance with law, individual contracts and collective bargaining agreements.

### Delegation of Responsibility

The efficiency and effectiveness of district organization and staffing 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 interests of the district.

The Superintendent or designee shall ensure that reduction of staff is implemented in accordance with applicable laws.

In compliance with the school laws of Pennsylvania, the Board of School Directors may suspend professional employees for any of the following causes:

1. Substantial decrease in pupil enrollment in the School District.
2. Curtailment or alteration of the educational programs on recommendation of the district superintendent, concurred in by the Board of School Directors, approved by the Department of Education, as a result of substantial decline in class or course enrollments, or to conform with standards of organization or educational activities required by law or requirement by the Department of Education.
3. Consolidation of this School District with another district under circumstances which would make it unnecessary to retain the full staff of professional employees.

