

Book	Policy Manual
Section	(P) PERSONNEL
Title	Policy P411 - Abolishing A Position
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Policy Number: P411
Title: Abolishing a Position
Section: Personnel Administrative Employees

I. Purpose

It is the responsibility of the Joint Committee to provide the administrative staff necessary for the implementation of the educational program for the children of the school and for the proper operation of the school and to do so efficiently and economically.
The Joint Committee recognizes its responsibility to maintain administrative staff positions consistent with the needs of the school.

II. Authority

In the exercise of its authority to reduce staff or abolish positions, the Joint Committee shall give primary consideration to the effect upon the educational program, the impact upon costs and other factors consistent with law.

III. Guidelines

The abolishment of administrative positions may be brought about by many facts, such as:
Decline in student enrollment
Utilization of new techniques and technology
Changes in the organizational structure of the school
Changes in the physical facilities of the school
Changes in the economic and tax base of the school
The need for operation economies

IV. Delegation of Responsibility

The Director in consultation with the Superintendent shall recommend to the Joint Committee annually the number of administrative positions needed for the district to function efficiently. The Director, in consultation with the Superintendent of Record, should also be responsible for recommending the abolishment of unnecessary positions. Reduction in staff as a result of the abolishment of positions shall be in accordance with law.

24 P.S. Sec. 524, 1106, 1124

Adopted: 11/11/81

