



Title: **Suspensions or Furloughs**

Code: 411

Book: Policy Manual

Section: 400 Professional Employees

Maintenance of professional staff appropriate to t 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.

Consistent with law, and the collective bargaining agreement, the Board has the authority and responsibility to determine when suspensions and furloughs will be made.

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.

Data necessary for the computation of each teaching staff member's rating shall comply with State requirements and seniority status shall be recorded and maintained.

Professional employees shall be suspended for causes consistent with law in inverse order of seniority within the district. Professional employees shall be suspended by the procedure established in the collective bargaining agreement.

Tenured professional employees have the right to a Local Agency Law hearing at the request of the employe prior to suspension or furlough.

Reinstatements from a list of suspended professional employees shall be made on the basis of their seniority within the district. To be considered available for reinstatement, a suspended professional employee must annually report to the Board, in writing, his/her current address and intent to accept the same or similar position when offered. Refusal to accept reinstatement in a position for which the

employee is certificated shall be cause for removal from the list of furloughed employees.

A collective bargaining agreement may provide for suspension procedures that differ from this policy. In the event that such a condition exists, procedures must be adapted to the provisions of the collective bargaining agreement for bargaining unit personnel.

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