

# NORTHERN LEHIGH SCHOOL DISTRICT

SECTION: NON-PROFESSIONAL  
EMPLOYEES

TITLE: SUSPENSIONS OR LAYOFFS

ADOPTED: March 10, 1997

REVISED:

511. SUSPENSIONS OR LAYOFFS	
1. Purpose SC 406	Maintenance of non-professional staff appropriate to effectively operate 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.
2. Authority	Consistent with law, the Board has the authority and responsibility to determine how suspensions and layoffs will be made.
3. Guidelines	<p>The abolishment of non-professional positions may be brought about by many facts, such as:</p> <ul style="list-style-type: none"> <li>decline in student enrollment;</li> <li>utilization of new techniques and technology;</li> <li>changes in the physical facilities of the district; or</li> <li>the need for operating economies.</li> </ul>
4. Delegation of Responsibility	<p>The Superintendent shall provide administrative procedures that provide for determination of seniority.</p> <p>Non-professional employees may be entitled to a hearing under the Local Agency Law, Act 353 of 1968, at the employee's request prior to suspension or layoff.</p> <p>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.</p>
2 PA C.S. Sec. 551 et seq	