

HARRISBURG SCHOOL DISTRICT

SECTION: EMPLOYEES

TITLE: ABOLISHING A POSITION

ADOPTED: NOVEMBER 19, 2012

REVISED:

310. ABOLISHING A POSITION	
1. Authority	<p>The Board is responsible for providing the administrative, professional and support staff necessary for implementation of the educational program and the effective operation of the schools, and to do so efficiently and economically.</p>
SC 406, 524, 1106 Title 22 Sec. 4.4	<p>The Board recognizes its responsibility to maintain positions consistent with the management, supervisory, instructional and operational needs of the schools and the school district.</p>
SC 1124	<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 ensure that elimination of a program is approved by the Department of Education.</p>
SC 1124, 1125.1 Pol. 311	<p>Reduction in staff as a result of the abolishment of positions shall be in accordance with law and Board policy.</p>
SC 1124	<p>Abolishment of positions affecting certificated administrative and professional employees may occur due to such factors as:</p> <ol style="list-style-type: none"> 1. Substantial decline in student enrollment. 2. Curtailment or alteration of a program due to a substantiated decline in class or course enrollments or to conform to standards required by law. 3. Changes in the district's organization for instruction or educational activities. 4. Consolidation of schools that makes it unnecessary to retain the full staff. <p>Abolishment of noncertificated administrative and support positions may occur due to such factors as:</p> <ol style="list-style-type: none"> 1. Substantial decline in student enrollment.

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<p>2. Delegation of Responsibility</p>	<p>2. Changes in the district's organizational structure.</p> <p>3. Changes in the district's facilities or technology.</p> <p>4. Changes in the district's economic resources and tax base.</p> <p>The Superintendent shall recommend annually to the Board the number of staff positions needed for the district to function efficiently, including recommending the abolishment of unnecessary positions.</p> <p>References:</p> <p>School Code – 24 P.S. Sec. 406, 524, 1106, 1124, 1125.1</p> <p>State Board of Education Regulations – 22 PA Code Sec. 4.4</p> <p>Board Policy – 311</p>
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