

SECTION: PROFESSIONAL EMPLOYEES

TITLE: ABOLISHING A POSITION

ADOPTED: MAY 9, 2007

REVISED:

# FERNDALE AREA SCHOOL DISTRICT

<b>410. ABOLISHING A POSITION</b>	
<b>1. Purpose</b>	<b>The Board is responsible for providing the professional staff necessary for implementation of the educational programs and proper operation of the schools, and to do so efficiently and economically.</b>
<b>2. Authority</b> SC 524, 1106 Title 22 Sec. 4.4  SC 1124	<b>The Board recognizes its responsibility to maintain professional staff positions consistent with the instructional and operational needs of the district.</b>  <b>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 ascertain that elimination of a program is approved by the Department of Education.</b>
<b>3. Guidelines</b> SC 1124  SC 1124 Pol. 411	<b>Abolishment of positions affecting professional employees may be brought about because of:</b>  <b>1. Substantial decline in student enrollment.</b>  <b>2. Curtailment or alteration of a program due to a substantiated decline in class or course enrollments.</b>  <b>3. Changes in the district's organization for instruction or educational activities.</b>  <b>4. Consolidation of schools.</b>  <b>Reduction in staff as a result of the abolishment of positions shall be in accordance with law and Board policy.</b>
<b>4. Delegation of Responsibility</b>	<b>The Superintendent shall recommend annually to the Board the number of professional positions needed for the district to function efficiently, including recommending the abolishment of unnecessary positions.</b>