

BRANDYWINE HEIGHTS AREA SCHOOL DISTRICT

SECTION: PROFESSIONAL EMPLOYEES

TITLE: ABOLISHING A POSITION

ADOPTED: June 28, 2004

REVISED:

| 410. ABOLISHING A POSITION | |
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| 1. Purpose | 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. |
| 2. Authority SC 524, 1106 Title 22 Sec. 4.4 SC 1124 | <p>The Board recognizes its responsibility to maintain professional staff positions consistent with the instructional and operational needs of the district.</p> <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 ascertain that elimination of a program is approved by the Department of Education.</p> |
| 3. Guidelines SC 1124 SC 1124 Pol. 411 | <p>Abolishment of positions affecting professional employees may be brought about because of:</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.3. Changes in the district's organization for instruction or educational activities.4. Consolidation of schools. <p>Reduction in staff as a result of the abolishment of positions shall be in accordance with law and Board policy.</p> |
| 4. Delegation of Responsibility | 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. |