



Book	BHASD Policies
Section	300 Employees
Title	Abolishing a Position
Code	310
Status	Active
Adopted	June 28, 2004
Last Revised	January 4, 2021

### **Applicable Staff**

#### **ADMINISTRATIVE EMPLOYEES, PROFESSIONAL EMPLOYEES, CLASSIFIED EMPLOYEES**

### **Purpose**

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.

### **Authority**

The Board recognizes its responsibility to maintain positions consistent with the management, supervisory, instructional and operational needs of the schools and the school district.[\[1\]](#)[\[2\]](#)[\[3\]](#)

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.[\[4\]](#)

Reduction in staff as a result of the abolishment of positions shall be in accordance with law and Board policy.[\[4\]](#)[\[5\]](#)[\[6\]](#)

Abolishment of positions affecting employees may occur due to such factors:[\[4\]](#)

1. Decline in student enrollment.
2. Curtailment or alteration of a program due to a 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. Changes in the district's organizational structure.
5. Changes in the district's facilities or technology.
6. Changes in the district's economic resources and tax base.

### **Delegation of Responsibility**

The Superintendent shall recommend abolishment of unnecessary positions to the Board.

[1. 24 P.S. 524](#)

[2. 24 P.S. 1106](#)

[3. 22 PA Code 4.4](#)

[4. 24 P.S. 1124](#)

[5. 24 P.S. 1125.1](#)

6. Pol. 311