

FAIRFIELD AREA SCHOOL DISTRICT

REDUCTION IN STAFF

3470

- 3470.1      General  
Reduction of staff, when necessary, shall minimize the number of employees to be suspended. This shall be accomplished through attrition as far as possible.
- 3470.2      Criteria for Suspensions  
The Board may suspend the necessary number of professional employees for any of the following:
- 3470.2a      Substantial decrease in pupil enrollment as defined in the collective bargaining agreement between the Board and the Fairfield Education Association.
  - 3470.2b      Curtailment or alteration of the educational program on recommendation of the Superintendent, concurred by the Board, and approved by the Department of Education.
  - 3470.2c      Consolidation with another district.
  - 3470.2d      Reorganization of the District under Article II, of the PA School Code.
- 3470.3      Professional employees shall be suspended, when necessary, in inverse order of seniority within the Fairfield Area School District. Seniority shall continue to accrue during suspension and all approved leaves of absence.
- 3470.4      The staff shall be realigned so as to insure that more senior employees are provided with the opportunity to fill positions for which they are certified.
- 3470.5      No suspended employee shall be prevented from engaging in another occupation during the period of suspension.
- 3470.6      Suspended employees shall be reinstated on the basis of their seniority within the District.

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3470.7 Collective Bargaining Agreement

Nothing in this policy shall be construed to supercede, preempt, or replace any provisions contained in the collective bargaining agreement between the Board and the Fairfield Education Association.