

<b>SEVEN GENERATIONS CHARTER SCHOOL</b>	SECTION: EMPLOYEES
	TITLE: 310 – ABOLISHING A POSITION
	ADOPTED: 15 November 2016
	REVISED:

Policy	<p>The Board of Trustees of Seven Generations Charter School (“Board”) is responsible for providing the administrative, professional and classified staff necessary for implementation of the educational program and the effective operation of the school, and to do so efficiently and economically.</p> <p>The Board recognizes its responsibility to maintain positions consistent with the management, supervisory, instructional and operational needs of the school.</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 ensure that elimination of a position is consistent with its Charter.</p> <p>Abolishment of positions employees may occur due to such factors as:</p> <ol style="list-style-type: none"> <li>1. Decline in student enrollment or other changes in the school’s economic resources.</li> <li>2. Changes in the school’s organization structure.</li> <li>3. Changes in the school’s facilities or technology.</li> <li>4. Curtailment or alteration of a program due to a decline in class or course enrollments or to conform to standards of organization or educational activities required by law or recommended by the Pennsylvania Department of Education.</li> </ol>
Delegation of Responsibility	<p>The Chief Executive Officer (“CEO”) shall recommend annually to the Board during the budgeting process the number of staff positions needed for the school to function efficiently, including recommending the abolishment of unnecessary positions.</p>
References	<p>State Board of Education Regulations – 22 PA Code Sec. 4.4</p> <p>School Code – 24 P.S. Sec. 406, 524, 1106, 1124, 1125.1</p>