

Book	Policy Manual
Section	300 Administrative Employees
Title	Establishing/Abolishing Administrative Positions
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### **Purpose**

Administrative positions will be established and/or abolished by the Board of School Directors ("Board") in order to provide effective management and leadership for the operation of the Springfield School District ("District").[\[4\]](#)[\[2\]](#)

### **Authority**

The Superintendent shall recommend to the Board annually, in writing with documentation, the number and types of administrative positions needed for the District to function efficiently. Interim additions and deletions of administrative staff should also receive Board approval. The Board reserves for itself the final determination as to the number and kind of administrative positions deemed necessary for the effective management of the District.[\[1\]](#)[\[2\]](#)[\[5\]](#)

In the exercise of its authority to reduce staff or abolish positions, the Board shall give primary consideration to developing the appropriate balance between maintaining an excellent educational program and the need for cost effectiveness.[\[3\]](#)

However, nothing in this policy shall prohibit the Board from taking any action to reduce or abolish staff which is required or permitted by applicable state or federal law.

### **DISCLAIMERS:**

***This policy is superseded by all current federal and state laws and mandates.***

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Legal

1. 24 P.S. 1001
2. 24 P.S. 1106
3. 24 P.S. 1124
4. 24 P.S. 524
5. 22 PA Code 4.4