

**MONTGOMERY
COUNTY
INTERMEDIATE
UNIT #23**

SECTION: EMPLOYEES
TITLE: ABOLISHING A POSITION
ADOPTED: MAY 26, 2010
REVISED:

310. ABOLISHING A POSITION	
1. Authority	The Board is responsible for providing the administrative, professional and support staff necessary for implementation of the educational programs and support services and for the effective operation of the Intermediate Unit, and to do so efficiently and economically.
SC 963, 964 Title 22 Sec. 4.4	The Board recognizes its responsibility to maintain positions consistent with the management, supervisory, instructional and operational needs of the Intermediate Unit.
SC1124	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.
SC 1124, 1125.1 Pol. 311	Reduction in staff as a result of the abolishment of positions shall be in accordance with law and Board policy.
SC 1124	Abolishment of positions affecting certificated administrative and professional employees may occur due to such factors as: <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 or to conform to standards required by law. 3. Changes in the Intermediate Unit’s organization for instruction or educational activities. 4. Consolidation of schools or programs that makes it unnecessary to retain the full staff. <p>Abolishment of noncertificated administrative and support positions may occur due to such factors as:</p> <ol style="list-style-type: none"> 1. Substantial decline in student enrollment. 2. Changes in the Intermediate Unit’s organizational structure. 3. Changes in the Intermediate Unit’s facilities or technology.

<p>2. Delegation of Responsibility</p>	<p>4. Changes in the Intermediate Unit’s economic resources and tax base.</p> <p>The Executive Director shall recommend annually to the Board the number of staff positions needed for the Intermediate Unit to function efficiently, including recommending the abolishment of unnecessary positions.</p> <p>References:</p> <p>School Code – 24 P.S. Sec. 111, 963, 964, 1124, 1125.1</p> <p>State Board of Education Regulations – 22 PA Code Sec. 4.4</p> <p>Board Policy - 311</p>
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