

**MONTGOMERY
COUNTY
INTERMEDIATE
UNIT #23**

SECTION: EMPLOYEES

TITLE: SUSPENSIONS/FURLOUGHS

ADOPTED: MAY 26, 2010

REVISED:

311. SUSPENSIONS/FURLOUGHS	
<p>1. Authority SC 963, 964</p>	<p>The Board is responsible for maintaining appropriate numbers of administrative, professional and support employees to effectively manage and operate the Intermediate Unit and its educational programs and support services. This policy establishes the manner in which necessary reductions of staff shall be accomplished.</p>
<p>SC 963, 1124, 1125.1</p>	<p>The Board has the authority and responsibility to determine how suspensions of Intermediate Unit employees shall be made when necessary, in accordance with law, individual contracts and collective bargaining agreements.</p>
<p>2. Delegation of Responsibility</p>	<p>The Executive Director or designee shall develop administrative regulations for reduction of staff.</p>
<p>SC 1123 Pol. 313</p>	<p>The efficiency and effectiveness of the Intermediate Unit's organization and staffing shall be under continuing review, and recommendations for abolishing positions and reallocating duties shall be presented for Board consideration when the Executive Director considers such actions to be in the best interests of the Intermediate Unit.</p>
<p>SC 1124, 1125.1</p>	<p>Data necessary for computation of each certificated administrative and professional employee's seniority status shall be recorded and maintained.</p>
<p>SC 1125.1</p>	<p>Data necessary for computation of each noncertificated administrative and support employee's seniority</p>
<p>SC 1125.1 2 Pa. C.S.A. Sec. 551 et seq</p>	<p>Certificated administrative and professional employees shall be suspended for causes consistent with law inverse order of seniority in the Intermediate Unit. Reinstatements from a list of suspended professional employees shall be made on the basis of their seniority within the Intermediate Unit.</p>
	<p>The Intermediate Unit shall realign its professional staff to ensure that more senior employees are provided with the opportunity to fill positions for which they are certified and which are being filled by less senior employees. Such realignment, however, will not be construed to require curriculum changes or program or department revisions.</p>
	<p>Certificated administrative and tenured professional employees have the right to a Local Agency Law hearing, and the decision to suspend shall be considered adjudication for the purpose of that hearing.</p>

<p>2 Pa. C.S.A. Sec. 551 et seq</p> <p>SC 1125.1</p> <p>3. Guidelines</p>	<p>Temporary professional employees are entitled to a Local Agency Law hearing at the request of the employee.</p> <p>To be considered available for reinstatement, suspended tenured administrative and professional employees must annually report to the Board in writing their current address and intent to accept the same or similar position when offered.</p> <p>Noncertificated administrative and support employees may be entitled to a Local Agency Law hearing prior to suspension, at the employee’s request.</p> <p><u>Seniority for Professional Staff</u></p> <p>Seniority will be determined by the length of service in the Intermediate Unit. When more than one (10) employee has the same rank due to length of service, the seniority conflict will be resolved by consideration of the following in priority order:</p> <ol style="list-style-type: none"> 1. Board approval date. 2. Contract date, where applicable. 3. Date and time the application was received. <p>Separate seniority lists shall be maintained for each job category or area of certification, where appropriate.</p> <p>References:</p> <p>School Code – 24 P.S. Sec. 524, 963, 964, 1123, 1124, 1125.1</p> <p>Local Agency Law – 2 Pa. C.S.A. Sec. 551 et seq.</p> <p>Board Policy – 000, 313</p>
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