

SECTION: PROFESSIONAL EMPLOYEES

TITLE: SUSPENSIONS AND FURLOUGHS

ADOPTED: FEBRUARY 19, 1996

REVISED:

Lebanon School District

	411. SUSPENSIONS AND FURLOUGHS	1
1. Purpose	Maintenance of professional staff appropriate to effectively carry on the educational program of the district is a Board responsibility. The purpose of this policy is to establish the manner in which the necessary reductions of that staff will be accomplished.	2
SC 1124		3
		4
		5
		6
		7
		8
		9
		10
2. Authority	Consistent with law, the Board has the authority and responsibility to determine when suspensions and furloughs will be made.	11
SC 1125.1		12
		13
		14
3. Delegation of Responsibility	The Superintendent shall develop administrative procedures for the reduction of staff in accordance with this policy and with applicable law.	15
		16
		17
		18
		19
SC 1125.1	The efficiency and effectiveness of district organization and staffing patterns shall be under continuing review, and recommendations for abolishing positions and reallocating duties shall be presented for Board consideration when the Superintendent considers such actions to be in the best interest of the district.	20
		21
		22
		23
		24
		25
		26
		27
SC 1129	Data necessary for the computation of each professional staff member's seniority status shall be recorded and maintained.	28
		29
		30
		31
SC 1124	Professional employees shall be suspended for causes consistent with law in inverse order of seniority within the district.	32
		33
		34
		35
SC 1125.1	The district shall realign its professional staff so as 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.	36
		37
		38
		39
		40
		41
		42
		43

Such realignment, however, will not be construed to require curriculum changes or department revisions.

SC 1125.1
(f)

Tenured professional employes have the right to a Local Agency Law hearing and the decision to suspend shall be considered an adjudication for the purposes of that hearing.

2 PA C.S.
Sec. 551
et seq

Temporary professional employes are entitled to a Local Agency Law hearing at the request of the employe prior to suspension or furlough.

SC 1125.1
(d) (2)

Reinstatements from a list of suspended professional employes shall be made on the basis of their seniority within the district.

To be considered available for reinstatement, a suspended professional employe must annually report to the Board, in writing, his/ her current address and intent to accept the same or a similar position when offered.

If the employe fails to appear for reinstatement, s/he shall be dropped from the list of suspended employes.

Refusal to accept reinstatement in a position which the employe is certificated shall be cause removal from the list of furloughed employes.