

**LUZERNE
INTERMEDIATE
UNIT #18**

**SECTION: LUZERNE INTERMEDIATE
UNIT EMPLOYEES**

TITLE: ABOLISHING A POSITION

ADOPTED: DECEMBER 15, 1988

REVISED: JUNE 18, 2014

310. ABOLISHING A POSITION	
1. PURPOSE	The Board is responsible for providing the administrative staff necessary for implementing the educational programs and services and the proper operation of the Intermediate Unit, and to do so efficiently and economically.
2. AUTHORITY SC 963 TITLE 22 SEC. 4.4 SC 1124 POL. 311	<p>The Board recognizes its responsibility to maintain administrative staff positions consistent with the management and supervisory needs of the Intermediate Unit.</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 ascertain that elimination of a program is approved by the Department of Education, if such approval is required.</p> <p>Reduction in staff as a result of the abolishment of positions shall be in accordance with law, Board policy and Act 93 Agreement.</p>
3. GUIDELINES	<p>Abolishment of administrative positions may be brought about by many factors, such 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 economic resource.
4. DELEGATION OF RESPONSIBILITY	The Executive Director shall recommend to the Board the number of administrative positions needed for the Intermediate Unit to function efficiently, including recommending the abolishment of unnecessary positions.

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