

**LUZERNE
INTERMEDIATE
UNIT #18**

**SECTION: PROFESSIONAL EMPLOYEES
TITLE: ABOLISHING A POSITION
ADOPTED: NOVEMBER 20, 2002
REVISED: SEPTEMBER 24, 2014**

410. ABOLISHING A POSITION	
1. PURPOSE	The Board is responsible for providing the professional staff necessary for implementation of the educational programs and proper operation of the intermediate unit, and to do so efficiently and economically.
2. AUTHORITY SC 964 Title 22 Sec. 4.4 SC 1124	<p>The Board recognizes its responsibility to maintain professional staff positions consistent with the instructional and operational 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>
3. GUIDELINES SC 1124 SC 1124 Pol. 411	<p>Abolishment of positions affecting professional employees may be brought about because of:</p> <ol style="list-style-type: none"> 1. Substantial decline in student enrollment. 2. Changes in the Intermediate Unit's organization for instruction or educational activities. 3. Consolidation of schools or programs. <p>Reduction in staff as a result of the abolishment of positions shall be in accordance with law and Board policy.</p>
4. DELEGATION OF RESPONSIBILITY	The Executive Director shall recommend annually to the Board the number of professional positions needed for the programs of the intermediate unit to function efficiently, including recommending the abolishment of unnecessary positions.