

**LUZERNE  
INTERMEDIATE  
UNIT #18**

**SECTION: PROFESSIONAL EMPLOYEES  
TITLE: SUSPENSIONS AND FURLOUGHS  
ADOPTED: NOVEMBER 20, 2002  
REVISED: SEPTEMBER 24, 2014**

411. Suspensions and Furloughs	
1. Purpose	Maintenance of professional staff appropriate to effectively continue the intermediate unit's educational program is a Board responsibility. The purpose of this policy is to establish the manner in which the necessary reductions of that staff shall be accomplished.
2. Authority SC 524, 963, 1124, 1125.1	Consistent with law and the collective bargaining agreement, the Board has the authority and responsibility to determine when suspensions and furloughs shall be made.
3. Delegation of Responsibility SC 1125.1	<p>The Executive Director or designee shall develop administrative procedures for reduction of staff in accordance with this policy and applicable law.</p> <p>The efficiency and effectiveness of the organization and staffing patterns of the intermediate unit 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>
4. Guidelines SC 1123 Pol. 412, 413	Data necessary for the computation of each professional staff member's rating shall comply with state requirements, and his/her seniority status shall be recorded and maintained.
SC 1124. 1125.1	<p>Professional employees shall be suspended for causes consistent with law in inverse order of seniority within the intermediate unit.</p> <p>Professional employees shall be suspended by the procedure established in the collective bargaining agreement.</p>
SC 1125.1 2 Pa. C.S.A. Seq. 551 et seq	Tenured professional employees 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.

<p>2. Pa. C.S.A. Sec. 551 et seq</p>	<p>Temporary professional employees are entitled to a Local Agency Law hearing at the request of the employee prior to suspension or furlough.</p>
<p>SC 1125.1</p>	<p>Reinstatements from a list of suspended professional employees shall be made on the basis of their seniority within the intermediate unit.</p>
<p>SC 1125.1</p>	<p>To be considered available for reinstatement, a suspended professional employee must annually report in writing to the Board his/her current address and intent to accept the same or a similar position when offered.</p>
<p>School Code 524. 1123, 1124, 1125.1</p>	
<p>PA Statute 2 Pa. C.S.A. Sec. 551 et seq</p>	