

**LUZERNE
INTERMEDIATE
UNIT #18**

**SECTION: LUZERNE INTERMEDIATE
UNIT EMPLOYEES-
SUPPORTIVE SERVICES
TITLE: SUSPENSIONS AND FURLOUGHS
ADOPTED: NOVEMBER 20, 2002
REVISED: OCTOBER 22, 2014**

511. SUSPENSIONS AND FURLOUGHS	
<p>1. Purpose SC 406</p>	<p>Maintenance of classified staff appropriate to effectively operate intermediate unit programs 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.</p>
<p>2. Authority SC 963, 964</p>	<p>Consistent with law and collective bargaining agreements, the Board has the authority and responsibility to determine how suspensions and furloughs shall be made.</p>
<p>3. Delegation of Responsibility</p>	<p>The Executive Director shall develop administrative procedures that provide for:</p> <ol style="list-style-type: none"> 1. Determination of seniority. 2. System of recall if a furlough list is maintained, specifying the manner in which recalls will be made and the time period furloughed personnel will be retained on the furlough list. <p>A collective bargaining agreement may provide suspension procedures that differ from this policy. In the event that such a condition exists, procedures must be adapted to the provisions of the collective bargaining agreement for bargaining unit personnel.</p>
<p>4. Guidelines</p>	<p>Abolishment of classified positions may be brought about by many factors, such as:</p> <ol style="list-style-type: none"> 1. Decline in student enrollment. 2. Utilization of new methods and technology. 3. Changes in the Intermediate Unit's economic resources and tax base. 4. Need for operating economies.
<p>School Code 406, 963, 964 PA Statute 2 Pa. C.S.A. Sec/ 551 et seq</p>	