



Section PROFESSIONAL EMPLOYES

Title SUSPENSIONS AND FURLOUGHS

LINE MOUNTAIN SCHOOL DISTRICT

Date Adopted May 25, 1982

Date Revised: January 23, 1990

Guide	411. SUSPENSIONS AND FURLOUGHS	Reference
1. Purpose	<p>The maintenance of professional staff appropriate to efficiently carry on the educational program of the Line Mountain School District is a Board responsibility. The purpose of this policy is to establish the manner in which any necessary reductions of staff will be accomplished.</p>	<p>SC 1124</p>
2. Authority	<p>Consistent with Section 1125.1 of the Pennsylvania Code and Act 97 of 1979, the Board has the authority and responsibility to determine how furloughs will be made.</p>	<p>SC 1125.1</p>
3. Delegation of Responsibility	<p>The Superintendent shall develop administrative procedures for the reduction of staff in accordance with this policy and with applicable law.</p> <p>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.</p>	<p>SC 1125.1</p>
	<p>1. <u>Seniority</u></p> <p>Data necessary for the computation of each professional teaching staff member's seniority shall be recorded and maintained in the Office of the Superintendent. Seniority shall be computed based on consecutive uninterrupted service within the Line Mountain School District. Prior Board approved leaves will not be counted as a break in service and shall be included in the computation of seniority. Seniority shall begin to accrue on the effective date of employment (the date when the employe actually is to begin work as defined in the Board minutes).</p>	<p>SC 1125.1</p>

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Should two (2) individuals have the same seniority in being employed on the same date, the employe's name first appearing in order for Board action in minutes of the Board meeting where action to employ was approved shall be considered more senior. Substitute teaching experience, long term or otherwise, will not be counted as service for determining seniority.

Professional employes shall be furloughed for causes consistent with law and in inverse order of seniority within the district. The district shall realign its professional staff so as to ensure that the more senior employes are provided with the opportunity to fill positions for which they are certified and which are being filled by less senior employes. (Such realignment shall not be construed to require curriculum changes or departmental revisions).

Recognition of multiple areas of certification will be given consideration in this process even though the professional employe has not taught in an area in which she/he is certified.

2. Hearing

Tenured professional employes are entitled to a Local Agency Law hearing at the request of the employe under Act 353 of 1968.

Temporary professional employes will be extended the right to a Local Agency Law Hearing.

3. Reinstatement

Professional employes on the furlough list will be given priority in filling temporary vacancies created by a Board approved leave on the professional teaching staff for which they are certified. However, if an employe declines such an offer, she/he will retain recall rights.

SC 1124
SC 1125.1,
SC 1129

SC 1125.1
(f), 1124

Act 353
of 1968

SC 1125.1
(d)(2)

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A furloughed professional employe offered a reinstatement position for which the individual is certified, must declare his or her intent to accept the position when offered. Should the individual decline the offer, his or her name shall then be removed from the reinstatement list and the district will not have any further obligation to the individual. The exception to this rule would be if the furloughed employe is enrolled in a college program or incapacitated due to illness at the time of recall. Should this happen, the furloughed employe will have the option of a delayed return until the end of the current college or university semester or upon the written verification of an attending physician as to when the employe may be able to report to work.

If, after fourteen (14) calendar days following receipt of written notice of a vacancy, the employe fails to appear for reinstatement, the individual shall be dropped from the list of furloughed employes and no longer be considered available for a district position. To be considered available, a furloughed professional employe must annually (by July first of each year), report to the Superintendent of the District, in writing, his or her current address and intent to accept the same or similar position when offered.

4. Miscellaneous

No furloughed employe shall be prevented from engaging in another occupation during the period of furlough.

The seniority provisions in this policy apply only to seniority for furlough purposes. It does not apply for salary schedule placement.

School Code

SC 1124,
1125.1,
(b)(d2)(f)

Other Cites

Act 353
of 1968