

MIDDLETOWN AREA SCHOOL DISTRICT

SECTION: PROFESSIONAL EMPLOYEES

TITLE: SUSPENSIONS AND
FURLOUGHS

ADOPTED: October 14, 1991

REVISED:

411. SUSPENSIONS AND FURLOUGHS	
1. Purpose SC 1124	Maintenance of professional staff appropriate to effectively carry on the educational program of the district is a Board responsibility. The purpose of this policy is to establish the manner in which the necessary reductions of that staff will be accomplished.
2. Authority SC 1125.1	Consistent with law and the collective bargaining agreement, the Board has the authority and responsibility to determine when suspensions and furloughs will be made.
3. Delegation of Responsibility SC 1125.1	The Superintendent shall develop administrative procedures for the reduction of staff in accordance with this policy and with applicable law.
SC 1125.1	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.
4. Guidelines SC 1129	Data necessary for the computation of each teaching staff member's rating shall comply with state requirements, and his/her seniority status shall be recorded and maintained.
SC 1124, 1125.1, 1129	Professional employees shall be suspended for causes consistent with law in inverse order of seniority within the district.
SC 1125.1(f), 1124	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.
2 PA C.S. SC 551 et seq	Temporary professional employees are entitled to a Local Agency Law hearing at the request of the employee prior to suspension or furlough.

<p>SC 1125.1 (d) (2)</p> <p>School Code 524, 1109, 1123, 1124, 1125.1</p> <p>PA Statute 2 PA C.S. Sec. 551</p>	<p>Reinstatements from a list of suspended professional employees shall be made on the basis of their seniority within the district.</p> <p>A collective bargaining agreement may provide for 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>
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