

# EASTON AREA SCHOOL DISTRICT

SECTION: PROFESSIONAL EMPLOYEES

TITLE: SUSPENSIONS AND  
FURLOUGHS

ADOPTED: March 5, 2007

REVISED:

411. SUSPENSIONS AND FURLOUGHS	
1. Purpose	Maintenance of professional staff appropriate to effectively continue the district'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, 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 Superintendent 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 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 interests of the district.</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	Professional employees shall be suspended for causes consistent with law in inverse order of seniority within the district.
SC 1125.1	The district shall realign its professional staff to ensure that more senior employees are provided with the opportunity to fill positions for which they are certified and which are being filled by less senior employees. Such realignment, however, will not be construed to require curriculum changes or department revisions.
SC 1125.1 2 Pa. C.S.A. Sec. 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 district.</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>If the employee fails to appear for reinstatement, s/he shall be dropped from the list of suspended employees.</p>
	<p>Refusal to accept reinstatement in a position for which the employee is certificated shall be cause for removal from the list of furloughed employees.</p>
	<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><u>Seniority</u></p>
	<p>Seniority is defined as years of continuous service within the same district whereby one teacher has been employed for a longer time than another. Where several teachers under consideration for suspension have been employed continuously for the same length of time, then the date the employee is hired shall determine seniority. If the initial date of hiring is the same for more than one (1) employee, then the order in which the names appear for election on the official minutes of the Board shall determine seniority.</p>
<p>SC 1125.1</p>	<p>Seniority shall continue to accrue during an employee's suspension, provided the employee indicates availability in accordance with existing state laws and regulations. Service time for determining salary increments shall not accrue for any employee nor will district-paid fringe benefits be continued.</p>