

MIDDLE BUCKS  
INSTITUTE OF  
TECHNOLOGY

SECTION: PROFESSIONAL EMPLOYEES

TITLE: SUSPENSIONS AND  
FURLOUGHS

ADOPTED: July 1, 1991

REVISED:

411. SUSPENSIONS AND FURLOUGHS	
1.Purpose SC 1124	Maintenance of professional staff appropriate to effectively carry on the educational program of the school is a responsibility of the Executive Council. 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, the Executive Council has authority and responsibility to determine when suspensions and furloughs will be made.
3.Delegation of Responsibility  SC 1125.1	The Director or designee shall develop administrative procedures for the reduction of staff in accordance with this policy and with applicable law and which ensure the following:  The efficiency and effectiveness of school organization and staffing patterns shall be under continuing review, and recommendations for abolishing positions and reallocating duties shall be presented for consideration by the Executive Council when the Director considers such actions to be in the best interest of the school.
SC 1129	Data necessary for the computation of each teaching staff member's rating shall comply with State requirements; seniority status shall be recorded and maintained.
SC 1124	Professional employes shall be suspended for causes consistent with law in inverse order of seniority within the school.
SC 1125.1 (f)	Tenured professional employes 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. Sec. 551 et seq	Temporary professional employes are entitled to a Local Agency Law hearing at the request of the employe prior to suspension or furlough.
SC 1125.1 (d) (2)	Reinstatements from a list of suspended professional employes shall be made on the basis of their seniority within the school.

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	<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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