

CHESTER COUNTY INTERMEDIATE UNIT 24

SECTION: EMPLOYEES
TITLE: ABOLISHING A POSITION
ADOPTED: JULY 21, 2010
REVISED: AUGUST 19, 2020

310. ABOLISHING A POSITION

Policy Section	Policy Description
1. Authority	<p>The Board is responsible for providing the staff necessary for implementation of quality educational programs and services and for the effective operation of the Intermediate Unit, and to do so efficiently and economically.</p> <p>In the exercise of its authority to reduce staff or abolish positions, the Board shall give primary consideration to the effect upon those students, clients, and other customers of the educational programs and services. The Board shall ensure that elimination of a program is approved by the Department of Education.</p> <p>Legal Reference: SC 1124</p> <p>Reduction in staff as a result of the abolishment of positions shall be in accordance with Pennsylvania State law, the Pennsylvania School Code and IU Board policy.</p> <p>Legal References: SC 1124, 1125.1; Pol. 311</p> <p>Abolishment of positions affecting certificated professional employees may occur due to such factors, including but not limited to:</p> <ol style="list-style-type: none"> 1. Substantial decline in student enrollment. 2. Curtailment or alteration of a program due to a substantiated decline in class or course enrollments or to conform to standards required by law. 3. Changes in the Intermediate Unit’s organization for instruction or educational activities. 4. Consolidation of schools or programs that makes it unnecessary to retain the full staff. 5. Changes in the Intermediate Unit’s economic resources and revenues in accordance with state law and the Pennsylvania School Code. <p>Legal Reference: SC 1124</p>

<p>References:</p>	<p>Abolishment of administrative and support positions may occur due to such factors as:</p> <ol style="list-style-type: none">1. Substantial decline in student enrollment.2. Changes in the Intermediate Unit’s organizational structure.3. Changes in the Intermediate Unit’s facilities or technology.4. Changes in the Intermediate Unit’s economic resources and revenues. <p>School Code – 24 P.S. Sec. 963, 964, 1124, 1125.1</p> <p>State Board of Education Regulations – 22 PA Code Sec. 4.4</p> <p>Board Policy – 311</p>
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