

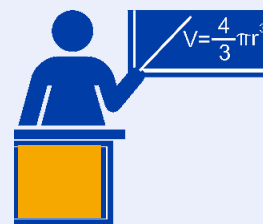
# Experience in the classroom matters



## Understanding changes to educator seniority rights

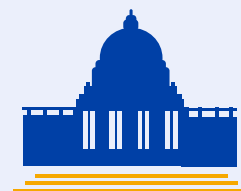
### Understanding changes to educator seniority rights

Educators understand that experience in the classroom matters. For that reason, seniority is the only truly objective measure on which furlough decisions should be based.



### What's happening in Harrisburg?

Act 55 of 2017 makes changes to educators' seniority rights and furlough rules.



### Why did Gov. Wolf allow this bill to become law?

At the last minute, legislators insisted on including seniority and furlough rule changes in this bill. Gov. Tom Wolf allowed it to become law without his signature. If he had vetoed it, the veto would also have stood in the way of state funding to school districts, and delayed the Keystone exam moratorium, mandatory school board training, and opioid abuse education.



### What does it mean for me?

Thanks to PSEA members' advocacy, Gov. Tom Wolf, and our legislative allies, the bill ensures that seniority within the certificated area of assignment remains a determining factor in furlough decisions for the vast majority of educators.



### What is PSEA's position?

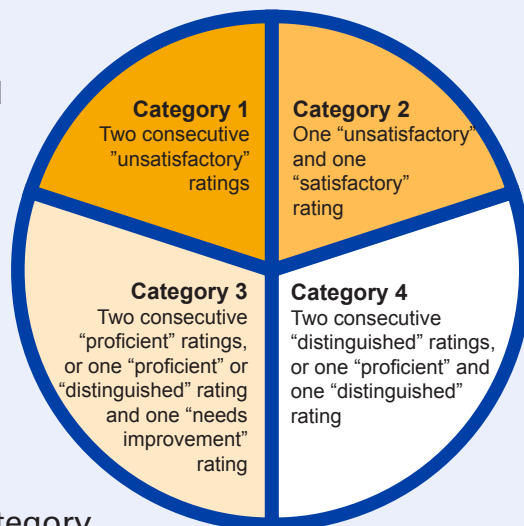
From the beginning, **PSEA has opposed any bill that uses factors other than seniority** to determine furlough order.



## How will furloughs be determined?

If furloughs are necessary, educators would be divided into four categories based on their two most recent annual performance ratings.

- Temporary professional employees would continue to be furloughed first.
- Educators in Category 1 would be furloughed next.
- Educators in Categories 2, 3, and 4 would be furloughed in that order.
- Seniority would be a deciding factor within each category.
- An educator certified in more than one subject area may no longer “bump” a less senior employee who is working in the educator’s additional area of certification.
- Local associations may no longer bargain language to force another educator certified in more than one subject to “bump” a less senior third educator out of a position.



## Is this plan like the others?

No. Because of PSEA members’ advocacy and Gov. Tom Wolf’s veto of HB 805 last year, this new seniority proposal is far less damaging than previous versions.

**HB 805 (2016)**  
Rep. Stephen Bloom

Educator furloughs would be based on a single score from PA’s teacher evaluation system

**Vetoed by Gov. Tom Wolf in May 2016**

**SB 228 (2017)**  
Sen. John Eichelberger

Educator furloughs would be permitted for any reason at all

**The bill is in the PA Senate Education Committee**

**Act 55 of 2017**  
School Code Bill

For the vast majority of educators, seniority remains the determining factor in furlough decisions

School boards must provide advance notice of economic furloughs

An equal percent of administrators and educators must be furloughed

Furloughs could not be based on salary



**For more information, refer to PSEA’s Education Services Advisory at [www.psea.org/seniority](http://www.psea.org/seniority).**