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THE GENERAL ASSEMBLY OF PENNSYLVANIA

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**HOUSE BILL**  
**No. 1998** Session of  
1979

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INTRODUCED BY GRAY, BORSKI, McMONAGLE, McINTYRE AND JONES,  
NOVEMBER 26, 1979

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REFERRED TO COMMITTEE ON LABOR RELATIONS, NOVEMBER 26, 1979

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AN ACT

1 Amending the act of March 10, 1949 (P.L.30, No.14), entitled "An  
2 act relating to the public school system, including certain  
3 provisions applicable as well to private and parochial  
4 schools; amending, revising, consolidating and changing the  
5 laws relating thereto," providing for letters of assurance  
6 and severance pay in the case of certain employees.

7 The General Assembly of the Commonwealth of Pennsylvania  
8 hereby enacts as follows:

9 Section 1. The act of March 10, 1949 (P.L.30, No.14), known  
10 as the "Public School Code of 1949," is amended by adding a  
11 section to read:

12 Section 527. Letter of Reasonable Assurance; Severance  
13 Pay.--The board of directors of every school district which  
14 plans to reemploy a nonprofessional school employe or an  
15 individual who performed services in or near an educational  
16 institution while in the employ of an educational service agency  
17 following summer break shall send to each such person a letter  
18 of reasonable assurance guaranteeing such nonprofessional  
19 employe a position, equivalent in pay to the position such

1 employee held during the previous semester, whenever school  
2 resumes in the fall. Such letter shall include the position,  
3 salary or hourly rate to be paid and the date such employee shall  
4 report to work. Such letter shall be sent to the employee by July  
5 7 of each year.

6 If the position offered by the board in such letter does not  
7 materialize and the employee has worked for such district for at  
8 least nine (9) months, then the district shall pay to such  
9 employee severance pay equal to fifty percent (50%) of said  
10 employee's weekly wage multiplied by the number of weeks between  
11 school closing and the date of reemployment contained in the  
12 letter of reasonable assurance. Such amount shall be paid within  
13 fifteen (15) days of the start of the school year. If the amount  
14 is not paid on a timely basis, the nonprofessional employee or an  
15 individual who performed services in or near an educational  
16 institution while in the employ of an educational service agency  
17 may file a claim under the act of July 14, 1961 (P.L.637,  
18 No.329), known as the "Wage Payment and Collection Law."

19 Section 2. This act shall take effect immediately.