

**EASTERN
WESTMORELAND
CAREER &
TECHNOLOGY CENTER**

SECTION: EMPLOYEES

TITLE: SUSPENSIONS/FURLOUGHS

ADOPTED: FEBRUARY 25, 2015

REVISED:

| 311. SUSPENSIONS/FURLOUGHS | |
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| <p>1. Authority SC 1850.1</p> | <p>The Joint Operating Committee is responsible for maintaining appropriate numbers of administrative, professional and support employees to effectively manage and operate the center and its programs. This policy establishes the manner in which necessary reductions of staff shall be accomplished.</p> |
| <p>SC 524, 1124, 1125.1, 1850.1</p> | <p>The Joint Operating Committee has the authority and responsibility to determine how suspensions of employees shall be made when necessary, in accordance with law, individual contracts and collective bargaining agreements.</p> |
| <p>2. Delegation of Responsibility</p> | <p>The Administrative Director or designee shall develop administrative regulations for reduction of staff.</p> <p>The efficiency and effectiveness of the center's organization and staffing shall be under continuing review, and recommendations for abolishing positions and reallocating duties shall be presented for Joint Operating Committee consideration when the Administrative Director considers such actions to be in the best interests of the center.</p> |
| <p>SC 1123 Pol. 313</p> | <p>Data necessary for computation of each certificated administrative and professional employee's rating and seniority status shall be recorded and maintained.</p> <p>Data necessary for computation of each noncertificated administrative and support employee's seniority status shall be recorded and maintained.</p> |
| <p>SC 1124, 1125.1</p> | <p>Certificated administrative and professional employees shall be suspended for causes consistent with law and any applicable contracts. Reinstatements from a list of suspended professional employees shall be consistent with the law and any applicable contracts.</p> <p>Members of any collective bargaining agreement shall be suspended and reinstated in accordance with the procedure established in the collective bargaining agreement</p> |

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| <p>SC 1125.1 2 Pa. C.S.A. Sec. 551 et seq</p> <p>SC 1125.1</p> | <p>Certificated administrative and tenured professional employees have the right to a Local Agency Law hearing, and the decision to suspend shall be considered an adjudication for the purpose of that hearing.</p> <p>To be considered available for reinstatement, suspended tenured administrative and professional employees must annually report in writing to the Joint Operating Committee their current address and intent to accept the same or a similar position when offered.</p> <p>Noncertificated administrative and support employees may be entitled to a Local Agency Law hearing prior to suspension, at the employee's request.</p> <p>References:</p> <p>School Code – 24 P.S. Sec. 524, 1123, 1124, 1125.1, 1850.1</p> <p>Local Agency Law – 2 Pa. C.S.A. Sec. 551 et seq.</p> <p>Joint Operating Committee Policy – 000, 313</p> |
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