

**NORTHERN
WESTMORELAND
CAREER AND
TECHNOLOGY CENTER**

SECTION: PROFESSIONAL EMPLOYEES

TITLE: SUSPENSIONS AND
FURLOUGHS

ADOPTED: October 20, 2011

REVISED:

411. SUSPENSIONS AND FURLOUGHS	
1. Purpose	Maintenance of professional staff appropriate to effectively continue the center's vocational technical program is a Joint Operating Committee responsibility. The purpose of this policy is to establish the manner in which the necessary reductions of that staff shall be accomplished.
2. Authority SC 1124, 1125.1, 1850.1	Consistent with law and the collective bargaining agreement, the Joint Operating Committee has the authority and responsibility to determine when suspensions and furloughs shall be made.
3. Delegation of Responsibility SC 1125.1	The Administrative Director or designee shall develop administrative procedures for reduction of staff in accordance with this policy and applicable law. The efficiency and effectiveness of programs and staffing patterns 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 interest of the center.
4. Guidelines SC 1123 Pol. 412, 413	Data necessary for the computation of each professional staff member's rating shall comply with state requirements, and his/her seniority status shall be recorded and maintained.
SC 1124, 1125.1	Professional employees shall be suspended for causes consistent with law in inverse order of seniority within the center.
SC 1125.1 2 Pa. C.S.A. Sec. 551 et seq	Tenured professional employees 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.A. Sec. 551 et seq	Temporary professional employees are entitled to a Local Agency Law hearing at the request of the employee prior to suspension or furlough.
SC 1125.1	Reinstatements from a list of suspended professional employees shall be made on the basis of their seniority within the center.

