

NORTHERN WESTMORELAND CAREER AND TECHNOLOGY CENTER

SECTION: PROFESSIONAL EMPLOYEES
 TITLE: PERSONAL NECESSITY LEAVE
 ADOPTED: October 20, 2011
 REVISED:

436. PERSONAL NECESSITY LEAVE	
1. Purpose	This policy shall provide for a professional employee's absence for personal necessity when not otherwise covered by policy.
2. Authority SC 1154, 1850.1	The Joint Operating Committee has the authority to specify reasonable conditions under which personal necessity leave may be granted, the type of situations in which such leave will be permitted, and the total number of days that may be used in any school year for such leave.
3. Guidelines	<p><u>Personal Leave</u></p> <p>Personal leave days with pay shall be granted to professional employees in accordance with provisions of the collective bargaining agreement.</p> <p><u>Military Leave</u></p> <p>Military leave days with pay shall be granted to professional employees in accordance with provisions of the collective bargaining agreement.</p> <p><u>Bereavement Leave</u></p> <p>When a professional employee is absent from duty because of a death in the immediate family, there shall be no deduction in salary for an absence of up to three (3) school days. The Joint Operating Committee may extend the period of absence, at its discretion. Immediate family shall be defined as father, mother, brother, sister, son, daughter, husband, wife, parent-in-law, near relative who resides in the same household, or any person with whom the employee has made his/her home.</p>
SC 1176, 1177, 1178, 1179, 1180, 1181 51 Pa. C.S.A. Sec. 4102, 7301- 7309 38 U.S.C. Sec. 4301 et seq	
SC 1154	

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<p>SC 1154</p> <p>School Code 1154, 1176, 1177, 1178, 1179, 1180, 1181, 1850.1</p> <p>51 Pa. C.S.A. Sec. 4102, 7301-7309</p> <p>38 U.S.C. Sec. 4301 et seq</p>	<p>When a professional employee is absent from duty because of the death of a near relative, there shall be no deduction in salary for absence on the day of the funeral. The Joint Operating Committee may extend the period of absence, at its discretion. Near relative shall be defined as first cousin, grandfather, grandmother, aunt, uncle, niece, nephew, son-in-law, daughter-in-law, brother-in-law or sister-in-law.</p>
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