

**A. W. BEATTIE
CAREER CENTER**

SECTION: EMPLOYEES
TITLE: SUSPENSIONS/FURLOUGHS
ADOPTED: December 9, 1999
REVISED: August 20, 2015
APPROVED: September 24, 2015

311. SUSPENSIONS/FURLOUGHS	
<p>1. Authority SC 406, 1106</p>	<p>The Joint Operating Committee (JOC) is responsible for maintaining appropriate numbers of administrative, professional and classified employees to effectively manage and operate the Career Center. This policy establishes the manner in which necessary reductions of staff shall be accomplished.</p>
<p>SC 524, 1124 1125.1</p>	<p>The JOC has the authority and responsibility to determine how suspensions of Career Center 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 efficiency and effectiveness of the Career Center organization and staffing shall be under continuing review, and recommendations for abolishing positions and reallocating duties shall be presented for the JOC consideration when the Executive Director considers such actions to be in the best interest of the Career Center.</p>
<p>SC 1123 Pol. 313, 313.1</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 seniority status of all other employees shall be recorded and maintained.</p>
<p>SC 1124, 1125.1</p>	<p>Professional employees shall be suspended for causes consistent with law. Professional employees selected for suspension and reinstatement from suspension shall be made in accordance with the provisions of law and applicable collective bargaining agreements.</p> <p>Where affected employees are members of a collective bargaining unit, the procedures, if any governing suspension and recall set forth in the applicable collective bargaining agreement shall be followed.</p>
<p>SC 1125.1 2 Pa. C.S.A. Sec. 551 et seq</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 adjudication for the purposes of that hearing.</p>

311. Suspensions/Furloughs

<p>2 Pa. C.S.A. Sec. 551 et seq</p> <p>SC 1125.1</p>	<p>Temporary professional employees are entitled to a Local Agency Law hearing at the request of the employee.</p> <p>To be considered available for reinstatement, suspended tenured administrative and professional employees must annually report in writing to the Executive Director their current address and intent to accept the same or a similar position when offered.</p> <p>Noncertificated administrative and classified 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. 406, 525, 1106, 1123, 1124, 1125.1</p> <p>Local Agency Law - Pa. C.S.A. Sec. 551 et seq.</p> <p>Board Policy - 000, 313, 313.1</p>
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