

UPPER BUCKS COUNTY AREA VOCATIONAL TECHNICAL SCHOOL

SECTION: EMPLOYEES

TITLE: SUSPENSIONS/FURLOUGHS

ADOPTED: October 16, 2008

REVISED:

311. SUSPENSIONS/FURLOUGHS	
<p>1. Authority SC 1106, 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 school. This policy establishes the manner in which necessary reductions of staff shall be accomplished.</p>
<p>SC 1124, 1125.1, 1850.1</p>	<p>The Joint Operating Committee has the authority and responsibility to determine how suspensions and furloughs 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 programs 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 school.</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 or furloughed for causes consistent with law in inverse order of seniority in the school. Reinstatements from a list of suspended/furloughed professional employees shall be made on the basis of their seniority within the school.</p>
<p>SC 1125.1</p>	<p>The school shall realign its professional staff to ensure that more senior employees are provided with the opportunity to fill positions for which they are certified and which are being filled by less senior employees. Such realignment, however, will not be construed to require curriculum changes or program revisions.</p>

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<p>SC 1125.1 2 Pa. C.S.A. Sec. 551 et seq</p> <p>2 Pa. C.S.A. Sec. 551 et seq</p> <p>SC 1125.1</p>	<p>Support employees shall be suspended or furloughed and reinstated in accordance with the procedure established in the collective bargaining agreement.</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>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/furloughed 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. 1106, 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 – 313</p>
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