

CARBON CAREER & TECHNICAL INSTITUTE

SECTION: CLASSIFIED EMPLOYEES

TITLE: SUSPENSIONS AND LAYOFFS

ADOPTED: November 18, 2004

REVISED: August 17, 2006

511. SUSPENSIONS AND LAYOFFS	
<p>1. Purpose SC 406</p>	<p>Maintenance of classified staff appropriate to effectively operate the school 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.</p>
<p>2. Authority SC 1850.1</p>	<p>Consistent with law and collective bargaining agreements, the Joint Operating Committee has the authority and responsibility to determine how suspensions and layoffs shall be made.</p>
<p>3. Delegation of Responsibility</p>	<p>The Administrative Director shall develop administrative procedures which provide for determination of seniority.</p>
<p>4. Guidelines</p>	<p>Abolishment of classified positions may be brought about by many factors, such as:</p> <ol style="list-style-type: none"> 1. Decline in student enrollment. 2. Utilization of new techniques and technology. 3. Changes in the school's physical facilities. 4. Need for operating economies.
<p>2 Pa. C.S.A. Sec. 551 et seq</p>	<p>Classified employees may be entitled to a hearing under the Local Agency Law, at the employee's request, prior to suspension or layoff.</p> <p>A collective bargaining agreement may provide suspension procedures that differ from this policy. In the event that such a condition exists, procedures must be adapted to the provisions of the collective bargaining agreement for bargaining unit personnel.</p>
<p>School Code 1850.1</p>	
<p>PA Statute 2 Pa. C.S.A.</p>	

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Sec. 551 et seq	
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