

ARTICLE 3 - DISTRICT RIGHTS

3.1 It is understood and agreed that the District retains all of its powers and authority to direct, manage, and control to the full extent of the law. Included in but not limited to these duties and powers are the rights in:

1. Determine its organization.
2. Direct the work of its employees.
3. Determine the times and hours of operations.
4. Determine the kinds and levels of services to be performed, and the methods and means of providing them.
5. Establish its educational policies, goals, and objectives.
6. Ensure the rights and educational opportunities of students.
7. Determine staffing patterns.
8. Determine the numbers and kinds of personnel required.
9. Maintain the efficiency of District operations.
10. Determine the curriculum.
11. Build, move, or modify facilities.
12. Establish budget procedures and determine budgetary allocations.
13. Determine the methods of raising revenues.
14. Contract out work to be in accordance with the California Education Code and Article 7 of this agreement. Any contracting out shall not cause or result in the layoff of bargaining unit members.
15. Declare an emergency and take action on any matter in the event of an emergency. Emergency is defined as a of serious magnitude which within the judgment of the Board of Education, Superintendent, or Acting Superintendent, cannot be ignored

3.2 In addition, the Board of Education retains the right to hire, classify, assign, evaluate, promote, terminate, and discipline employees.

3.3 The exercises of the foregoing powers, rights, authority, duties and responsibilities by the District; the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith, shall be limited only by the specific and express terms of this Agreement, and then only to the extent such specific and express terms are in conformance with the law.

3.4 Notwithstanding any other provisions, this Agreement shall not constitute a general or specific waiver of any right of CSEA or unit members, nor shall it be applied to reduce or restrict any right or privilege of CSEA or unit members derived from other provisions of this Agreement or from law.