

## ARTICLE 3: MANAGEMENT RIGHTS

- 3.1 It is understood and agreed that the District retains all of its 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 to:
  - 3.1.1 Determine its organization
    - 3.1.2 Direct the work of its employees
    - 3.1.3 Determine the times and hours of operation
  - 3.1.4 Determine the kinds and levels of services to be provided, and the methods and means of providing them
  - 3.1.5 Establish its educational policies, goals, and objectives
  - 3.1.6 Ensure the rights and educational opportunities of students
    - 3.1.7 Determine staffing patterns
    - 3.1.8 Determine the numbers and kinds of personnel required
    - 3.1.9 Maintain the efficiency of District operations
    - 3.1.10 Determine the curriculum
    - 3.1.11 Build, move, or modify facilities
  - 3.1.12 Establish budget procedures and determine budgetary allocations
    - 3.1.13 Determine the methods of raising revenues
    - 3.1.14 Contract out work to be done
  - 3.1.15 Take action on any matter in the event of an act of war, natural disaster, strike, act of God, insurrection, revolution, flood, earthquake, energy shortage, fire, plague, epidemic, quarantine, or other major emergency beyond the control of the District which substantially interrupts or threatens to interrupt the District's normal operation.
- 3.2 In addition, the Board of Education retains the right to hire, classify, assign, evaluate, promote, terminate and discipline employees.
- 3.3 The exercise of the foregoing 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 Article 3 (Management Rights) is not subject to the grievance and arbitration provisions, unless the grievance in question is an allegation that the District has violated a provision of some other Article, and such Article is itself subject to arbitration.