

1 **1513 BOARD OF TRUSTEES**

2 Management Rights

3 The Board retains the right to operate and manage its affairs in such areas as but not limited to:

- 4 1. Direct employees;
- 5 2. Employ, dismiss, promote, transfer, assign, and retain employees;
- 6 3. Relieve employees from duties because of lack of work or funds including under conditions where  
7 continuation of such work would be inefficient and non-productive;
- 8 4. Maintain the efficiency of District operations;
- 9 5. Determine the methods, means, job classifications, and personnel by which District operations  
10 are to be conducted;
- 11 6. Take whatever actions may be necessary to carry out the missions of the District in situations of  
12 emergency;
- 13 7. Establish the methods and processes by which work is performed.

14 The Board reserves all other rights, statutory and inherent as provided by state law.

15 The Board also reserves the right to delegate authority to the Superintendent for the on-going direction  
16 of all District programs.

17 Cross Reference:

18 6110 Superintendent-Board Relations

19 Legal Reference:

20 § 20-3-324, MCA Powers and duties

21 § 39-31-303, MCA Management rights of public employers Bonner School District No. 14 v. Bonner  
22 Education Association,

23 MEA-MFT, NEA, AFT, AFL-CIO, (2008), 2008 MT 9

24 Policy History:

25 Adopted on: July 1, 2000

26 Revised on: November 25, 2013