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1 \_\_\_\_\_ School District

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3 THE BOARD OF TRUSTEES

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5 Management Rights

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

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9 1. Direct employees;

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11 2. Employ, dismiss, promote, transfer, assign, and retain employees;

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13 3. Relieve employees from duties because of lack of work or funds under conditions where  
14 continuation of such work would be inefficient and nonproductive;

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16 4. Maintain the efficiency of District operations;

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18 5. Determine the methods, means, job classifications, and personnel by which District  
19 operations are to be conducted;

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21 6. Take whatever actions may be necessary to carry out the missions of the District in  
22 situations of emergency;

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24 7. Establish the methods and processes by which work is performed.

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

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28 The Board also reserves the right to delegate authority to the [Lead Teacher] for the ongoing  
29 direction of all District programs.

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34 Legal Reference: § 20-3-324, MCA Powers and duties  
35 § 39-31-303, MCA Management rights of public employers  
36 *Bonner School District No. 14 v. Bonner Education Association,*  
37 *MEA-MFT, NEA, AFT, AFL-CIO, (2008), 2008 MT 9*

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39 Policy History:

40 Adopted on:

41 Reviewed on:

42 Revised on: