

ARTICLE IV -- EMPLOYER RIGHTS

The provisions of this Contract except as expressly agreed herein are not to be interpreted in any way or manner to change, amend, modify, or in any other way to delimit the exclusive authority of the School Board and the Superintendent for the management of the total school system and any part of the school system. It is expressly understood and agreed that all rights and responsibilities of the School Board and the Superintendent, as established now and through subsequent amendment or revision by constitutional provision, state and federal statutes, and state regulations, shall continue to be exercised exclusively by the School Board and the Superintendent except as specifically and explicitly provided for by the stated terms of this Contract. Such rights thus reserved exclusively to the School Board, the Superintendent, and their designated representatives, by way of illustration and not by way of limitation, include the following:

- A. The determination of the mission of the School Board's organizational unit;
- B. The selection, promotion, assignment, and transfer of employees;
- C. The evaluation of performance of employees;
- D. The discipline of employees including the separation, suspension, dismissal, and termination of employees for just cause;
- E. The methods, means, employment status, number of personnel needed or desirable for carrying out the Board's missions;
- F. The designation of the organizational structure of and the lines of administrative authority;
- G. The contracting-out of any work or services it deems necessary or desirable;
- H. The responsibility of directing the work force;
- I. The introduction of new and improved methods or facilities or change of existing methods;
- J. The release of employees because of lack of work; and
- K. Such other rights, normally consistent with management's duty and responsibility for operation of the Board's services.

It is understood and agreed that management possesses the sole right, duty and responsibility for operation of the school system and that all management rights repose in it, but that such rights must be exercised consistently with the other provisions of this Agreement. Nothing herein shall preclude the Union, where appropriate, from negotiating the impact of the School Board's decision.