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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 operations are
- 19 to be conducted;
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- 21 6. Take whatever actions may be necessary to carry out the missions of the District in situations of
- 22 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 Superintendent for the ongoing direction of

29 all District programs.

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33 Cross Reference: 6110 Superintendent

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

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41 Policy History:

42 Adopted on: 01/18/1995
43 Revised on: 02/05/2004
44 First reading on: 9/8/21
45 Second reading on: 10/13/21
46 Third reading/Adopted on: 11/10/21