

1 **Potomac Elementary**

2
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;
- 15
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;
- 20
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 Administrator for the ongoing
29 direction of all District programs. The successful operation of this District requires a close,
30 effective working relationship between the Board and Administration. The relationship must be
31 one of trust, good will, and candor. As the legally designated body, the Board retains final
32 authority within the District. The Administrator is the Board's professional advisor to whom the
33 Board delegates executive responsibility.

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

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42 Policy History:

43 Adopted on: October 11, 2010

44 Reviewed on:

45 Revised on: