

**Billings School District 2**

**THE BOARD OF TRUSTEES**

Management Rights

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

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

The Board reserves all other rights, statutory and inherent, as provided by state law. The Board also reserves the right to delegate authority to the Superintendent for the ongoing direction of all District programs.

Cross References:      6110                      Superintendent

Legal References:      § 20-3-324, MCA      Powers and duties  
                                 § 39-31-303, MCA      Management rights of public employers

Policy History:

First Reading:      January 19, 2004 – Board of Trustees  
Second Reading:      February 16, 2004 – Board of Trustees  
Third Reading:      March 15, 2004 – Board of Trustees  
Adopted on:      March 15, 2004  
Effective on:      March 15, 2004  
Reviewed on:      December 17, 2018 – Board of Trustees