

GA. GENERAL

The “G” Section policies are established to carry out the intent of the governing board to adopt uniform personnel policies that will enable each employee of the District to make his/her fullest professional contribution to the programs and services provided by the School District. Each employee is responsible for reviewing and complying with the District’s personnel policies.

GAA. GENERAL PROVISIONS

GAA1. Scope

In cases where application of these policies would conflict with a collective bargaining agreement that is in effect between a recognized employee organization and the District, the provisions of the collective bargaining agreement shall govern. In all other cases, these policies shall govern. Nothing in these policies are intended to supersede applicable state or federal laws or regulations/ordinances related to personnel matters.

The District retains the sole right to manage its affairs and direct its workforce within the existing framework of law (national, state, and local), including, but not limited to the right to plan, direct, and control its operations: to determine the location of its facilities; to determine working hours; to decide the types of services to be provided and the manner of providing them; to decide the work to be performed; to decide the method and place of providing its services; to determine the schedules of work; to hire, layoff, assign, transfer, and promote employees; to determine the qualifications of employees; to determine and re-determine job content; to determine the starting and quitting times; to make such reasonable rules and regulations not in conflict with any collective bargaining agreement, as it may from time to time deem best for the purpose of maintaining order, safety, and/or effective operations of its facilities and to require compliance therewith by employees; to discipline and discharge employees for cause. District requires all employees to cooperate and be candid and truthful in any internal investigation. These management rights are not subject to the dispute resolution/grievance procedure except as may be provided in a collective bargaining agreement.

The contents of these policies do not constitute a contract of employment and should not be construed as a guarantee of continued employment with the District.

NOTE: The phrase “this policy” refers to the policy in which the phrase occurs, and, when the phrase occurs in a regulation, to the policy, which is associated with the regulation.