

1 **ARTICLE 3 - DISTRICT RIGHTS**

2 **3.1** It is understood and agreed that the District retains all of its powers and authority  
3 to direct, manage and control to the full extent of the law. Included in, but not limited to,  
4 those duties and powers are the exclusive right to: determine its organization; direct the  
5 work of its employees; determine the times and hours of operation; determine the kinds  
6 and levels of services to be provided, and the methods and means of providing them;  
7 establish its educational policies, goals and objectives; ensure the rights and educational  
8 opportunities of students; determine staffing patterns; determine the number and kinds of  
9 personnel required; maintain the efficiency of District operations; determine the curriculum;  
10 build, move, or modify facilities; establish budget procedures and determine budgetary  
11 allocation; determine the methods of raising revenue; may lawfully contract out work on  
12 the same basis and for the same reasons as it has in the past, and take action on any  
13 matter in case of any emergency. In addition, the District retains the right to hire, classify,  
14 assign, evaluate, promote, demote, terminate, and discipline employees.

15 **3.2** The exercise of the foregoing powers, rights, authority, duties and responsibilities  
16 by the District, the adoption of policies, rules, regulations and practices in furtherance  
17 thereof, and the use of judgment and discretion in connection therewith, shall be limited  
18 only by the specific and express terms of this Agreement, and then only to the extent such  
19 specific and express terms are in conformance with law.

20 **3.3** The District retains its right to amend, modify, or rescind policies and practices  
21 referred to in this Agreement in cases of emergency for the reasonable period of time  
22 required by the emergency. Emergencies shall include, but not be limited to, national,  
23 state, or county declared emergencies and natural disasters. Emergencies shall not be  
24 declared capriciously or arbitrarily.

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