# ARTICLE 4 - MANAGEMENT RIGHTS

A. The District retains and reserves unto itself all powers, rights, and authorities, duties, and responsibilities conferred upon and invested in it by the laws and the constitution of the State of Oregon. Such powers, rights, authorities, duties, and responsibilities shall include, but are not limited to:

1. The executive management and administrative control of the school system and its properties and facilities.

2. Determining qualifications and conditions of employment, dismissal, demotion and promotion of all employees, subject only to the provisions of the law and the specific provisions of this Agreement.

3. The District shall not subcontract any bargaining unit work during the term of this agreement without providing prior written notice to the Association and completing negotiations on the issue if demanded by the Association in accordance with ORS 243.698.

B. The exercise of the foregoing powers, rights, authorities, duties, and responsibilities, and the adoption of policies, rules, regulations, and practices shall be limited only by the specific terms of the Agreement. In the event of conflict between the aforementioned and the terms of this Agreement, the Agreement shall be controlling.