ARTICLE 3: MANAGEMENT RIGHTS & RESPONSIBILITIES

The District, on its own behalf and on behalf of the electors of the District, hereby retains and reserves unto itself, without limitation, all powers, rights and authority, duties and responsibilities conferred upon and invested in it by the laws and the constitution of the State of Oregon including but not limited to the right:

a. To the executive management and administrative control of the school system and properties and facilities and the duty hour activities of its employees.

b. To hire and assign all employees and, subject to the provision of law, to determine their qualifications and the conditions for their continued employment or their discipline, dismissal or demotion and to promote and transfer all such employees.

c. To create new jobs, change the content of existing jobs or eliminate jobs, when in its judgment such action is in the District's interest to do so.

The exercise of the foregoing powers, rights, authority, duties and responsibilities by the District, the adoption of policies, rules, regulations and practices and the use of judgment and discretion shall be limited only by the specific and expressed terms of this Agreement and then only to the extent that such specific and expressed terms are in conformance with the constitution and laws of the State of Oregon and applicable ~~F~~federal laws.

TA

Cristin Sermon
6.2.25

K Sackman 6.2.25
Kyrsti Sackman