

ARTICLE III - DISTRICT RIGHTS

- A. The District retains all of its powers and authority to manage, direct and control the operation of the district to the full extent of the law. Included in these duties and powers, but not limited thereto, is the right to direct the work of its employees; determine the kinds and levels of services to be provided and the methods and means of providing them; determine staffing patterns; determine the number and kinds of personnel required; maintain the efficiency of the district operation; determine the times and hours of operation; build, move or modify the facilities; develop a budget; determine budgetary allocations; and contract out work. In addition, the Board retains the right to hire, classify, promote, transfer, assign, evaluate, terminate, and discipline employees and to take action on any matter in the event of an emergency. The exercise of the foregoing powers, rights, authorities, duties and responsibilities by the Board; the adoption of policies, rules, regulations and practices in furtherance thereof; and the use of judgment and discretion in connection therewith, shall be limited only by the specific and express terms of this agreement and then only to the extent that such specific and express terms are in conformance with the laws of California. This article is subject to determination of CSEA vs. Healdsburg Decision.

- B. The District shall notify the GSCFT of any emergency declared by the Board of Education. Notification shall be made within twenty-four (24) hours of the declaration of emergency. Declarations of emergency may include suspending pertinent provisions of this Agreement for the period of time necessary to correct the effect of the emergency. Declarations of emergencies shall not be subject to the grievance procedure.