

TENTATIVE AGREEMENT

ARTICLE 4 - MANAGEMENT RIGHTS

The District possesses the sole right and responsibility to operate the school system and all management rights reposed in it, subject to the express provisions of this Agreement. These rights include, but are not limited to, the following:

- a. The right to establish, relocate, or close facilities.
- b. The determination of the financial policies of the District, including the general accounting procedures, inventory of supplies and equipment procedures, and public relations.
- c. The determination of the management, supervisory, or administrative organization of each school or facility in the system and selection of employees for promotion to supervisor, management, or administrative positions.
- d. The right to establish, revise, or delete rules and regulations from time to time.
- e. The direction and arrangement of all work forces in the system, including the right to hire, suspend, discharge or discipline, or transfer employees.
- f. The right to relieve employees from duty for any legitimate reason.
- g. The creation, combination, modification, or elimination of any position(s).
- h. The right to establish hours of employment.
- i. The right to contract or subcontract for goods, services, or work.

DocuSigned by:

Ivory McDaniel-Ilgenfritz 8/4/2023

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Ivory McDaniel-Ilgenfritz Date
District Chief Spokesperson

DocuSigned by:

Mary Ward 8/4/2023

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Mary Ward Date
ESSA Spokesperson