

## **ARTICLE 14: DISTRICT RIGHTS**

*(Entire Article Applicable to Children's Center Unit Members)*

The right of the District to manage the operations of the District shall remain unchanged except as it may be restricted or limited by the terms of this Agreement.

1. All matters not specifically enumerated in this Agreement are reserved to the District as provided by law.
2. It is understood and agreed that except as limited by specific provisions of this Agreement, the District retains all of their powers and authority to direct and control to the full extent of the law. Included in to those duties and the powers are the rights to:
  - Direct the work of its employees; determine the method, means and services to be provided;
  - Establish educational philosophy and goals and objectives;
  - Ensure the rights and educational opportunities of students;
  - Maintain the efficiency of the District operations;
  - Determine the curriculum; build, move or modify facilities;
  - Develop and implement budget procedures;
  - In addition, the District retains the right to hire, assign, evaluate, promote, terminate and discipline employees.
3. In the event of an emergency, the District shall have the right to rescind that portion of this Agreement directly related to the nature of the emergency. The District shall provide notice to UPM of its decision to rescind any portion of this Agreement within 24 hours. "Emergency" as used in this Article is limited to sudden, unforeseen happenings which require action to correct and /or protect lives and /or property which would prevent the normal functioning of the school District pursuant to this Agreement. If the District desires to continue its rescission of the article(s) beyond thirty (30) calendar days, it shall provide UPM notice and parties shall negotiate the continuance of the suspension of the rescinded article (s).
4. The District's rights as stated above shall not be construed or interpreted to be a waiver of UPM's right to negotiate all mandatory subjects of bargaining as established by the Educational Employment Relations Act and as determined by the Public Employment Relations Board.