

## Kimberly School District

Policy # 1513

### THE BOARD OF TRUSTEES Management Rights

Except where limited or restricted by a collective bargaining agreement, the Board retains the right to operate and manage its affairs in such areas as but not limited to:

1. Establish the school calendar;
2. Determine the procedures to use in handling public complaints about employees;
3. Direct non-teaching duties and responsibilities of teachers;
4. Procedure for conducting teacher evaluations;
5. When and under what circumstances a certificated employee will be placed on probation;
6. Contract notification dates;
7. Extra-curricular assignments;
8. Personnel files;
9. Direct, employ, dismiss, promote, transfer, assign, and retain employees;
10. Relieve employees from duties because of lack of work or funds under conditions where continuation of such work would be inefficient and non-productive;
11. Maintain the efficiency of District operations;
12. Determine the methods, means, job classifications, and personnel by which District operations are to be conducted;
13. Take whatever actions may be necessary to carry out the missions of the District in situations of emergency;
14. Establish the methods and processes by which work is performed. The Board reserves all other rights, statutory and inherent as provided by state law. The Board also reserves the right to delegate authority to the Superintendent for the on-going direction of all District programs.

Cross Reference:

6110 Superintendent-Board Relations

Legal Reference:

I.C. § 33-514 Issuance of annual contracts – Supports programs – Categories of contracts – Optional Placement

I.C. § 33-514A Issuance of limited contract – Category 1 contract

I.C. § 33-515 Issuance of renewable contracts

I.C. § 33-515A Supplemental contracts

I.C. § 33-518 Employee personnel files

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