

**MANAGEMENT. SUPERVISORY AND CONFIDENTIAL PERSONNEL**Management Rights

The authority to direct, manage and control the Office of Education is recognized as the responsibility of the Superintendent, Board of Education and management staff as provided by law.

Such responsibility shall include, but not be limited to, the power to direct the work of employees; to determine organization; to determine the times and hours of operation; to determine the kinds and levels of services to be provided and the methods and means of providing them; to establish educational policies, goals and objectives; to insure the rights and educational opportunities of students; to determine staffing patterns; to determine the number and kinds of personnel required; to maintain the efficiency of operations; to determine the curriculum; to build, move or modify facilities; to establish budget procedures and budgetary allocation; to determine the methods of raising revenue; to contract out work; to hire, fire, classify, assign, evaluate, promote, terminate and discipline employees.

The exercise of the foregoing powers, rights, authorities, duties and responsibilities of the Superintendent and Board of Education; 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 written agreements pursuant to the Rodda Act and only to the extent such specific and express terms are in conformance with the law.

The Board of Education, Superintendent or designee expressly retain the right to amend, modify or rescind policies and practices when an emergency exists.

*Legal Reference:*

EDUCATION CODE

1040 Duties of county boards of education

1293 Certificated employees: contracts

1311 Employment of persons not requiring certification qualifications