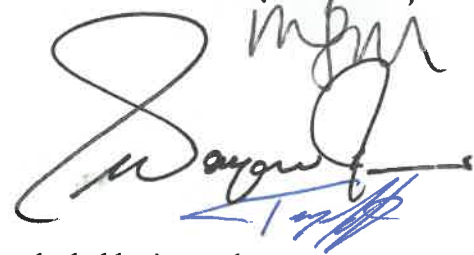


TA 3/6/24  
mgm  


**ARTICLE III**  
***Board's Rights and Responsibilities***

- A. The Association agrees that it is the right of the Board to determine, with stake holder input, the purpose of each of its schools and educational programs, set standards of service to be offered to the public and exercise discretion over its organization operations. It is also the right of the Board to direct its employees, take disciplinary action for proper cause, and relieve its employees from duty for just cause because of the lack of work or for other legitimate reasons.
- B. Nothing contained herein shall be considered to deny or restrict the Board of its rights, responsibilities, and authority under the Florida School Laws or any other laws or regulations, including the right to:
  - \*manage and direct the work forces
  - \*hire, promote, suspend, discharge, and demote employees
  - \*transfer employees
  - \*assign work
  - \*select employees for extracurricular duties
  - \*subcontract
  - \*determine the size of the work force and to lay off employees

This excludes rights which are clearly and expressly relinquished in this Agreement.

- C. It is expressly agreed that all rights which ordinarily vest in and have been exercised by the Board, except those which are clearly and expressly relinquished herein by the Board, shall continue to vest exclusively in and be exercised exclusively by the Board without prior negotiations with the Association either as to the taking of action under such rights or with respect to the consequence of such action during the term of this Agreement.
- D. Except as expressly provided otherwise in this Agreement, the determination and administration of school policy, the operation and management of the schools, and the direction of employees are vested exclusively in the Board.
- E. The executive management and administrative control of the school system and its properties, facilities, equipment, and the activities of its employees during employee working hours are vested exclusively in the Board, except as expressly provided otherwise in the Agreement.
- F. It shall also be the sole right of the Board to hire all employees and, subject to the provision of the law, to determine their qualifications.
- G. Officials of the Board will retain the right, in accordance with applicable laws, regulations, and rules to take whatever actions may be necessary to carry out the responsibilities of the Board in situations of emergency. These emergency rights and responsibilities are exempt from any grievance and negotiation.