

Monument School District 8

Code: HD
Adopted: 8/89
Orig. Code: HD

Board Negotiating Powers, Duties, and Rights

The Board, as the duly constituted representative of the people and as the agent of the state, is legally responsible for the conduct of public education in this district. Its authority to make final decisions as provided for by law may not be delegated or advocated through negotiations.

The Board's rights include, but are not limited to, all matters relating to:

Directing the work of its employees.

1. Hiring, promoting, demoting, transferring, assigning, and retaining employees.
2. Suspension or discharge of employees for proper cause.
3. Maintaining the efficiency of governmental operations.
4. Relieving employees from duties because of lack of work or for other legitimate reasons.
5. Determining and implementing methods, means, assignments, and the personnel by which the operations are to be conducted.
6. Taking such actions as may be necessary to carry out the mission of the school district.
7. Initiating, preparing, certifying, and administering its budget.
8. Exercising all powers and duties granted by law.

Within this framework, the Board's representative and the certified bargaining representative of the employee's organization will negotiate in good faith with respect to wages, hours, vacations, insurance, holidays, leaves of absence, overtime compensation, supplemental pay, job classifications, health and safety matters, evaluation procedures, procedures for staff reductions, inservice training, and other matters mutually agreed upon. Negotiations will also include grievance procedures and terms authorizing dues checkoff for the members of the employee organization.

END OF POLICY

Legal Reference(s):

[ORS Chapter 243](#)