

ARTICLE 12: MANAGEMENT RIGHTS AND CHARTER POWERS

12.100 The Charter retains all of its powers and authority to direct and control to the full extent of the law. Included in but not limited to those duties and powers are the rights to: direct the work of its employees; determine the method, means, and services to be provided; insure the rights and educational opportunities of students; determine the number and kinds of personnel required; determine the classification of positions; maintain the efficiency of the Charter operation; develop a budget; develop and implement budget procedures; determine the methods of raising revenue; and contract out work. In addition, the Charter retains the right to hire, assign, reassign, evaluate, promote, terminate, and discipline employees.

12.101 The exercise of the foregoing powers, rights, authority, duties, and responsibilities by the Charter, the adoption of policies, rules, regulation, and practices in furtherance thereof, and the use of judgment and discretion in the connection therewith, shall be limited only by the specific and express terms on this Agreement, and then only to the extent such specific and express terms are in conformance with the law.

12.102 The exercise of the discretionary powers reserved to the Charter by this provision shall not be subject to the grievance procedure, except that an arbitrator shall have the authority to determine the applicability of this article to any dispute regarding the violation or application of this Agreement.