

**POWAY UNIFIED SCHOOL DISTRICT  
BOARD POLICY**

**Originator:** Superintendent

**Issue No:** 5

**Date:** 11/18/08

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**ARTICLE: 2.0      MANAGEMENT ORGANIZATION**

**Reference:**

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**SECTION 2.2      MANAGEMENT RIGHTS AND PRINCIPLES**

The Board of Education, as part of the management team, shares in the responsibility and authority to manage and direct, on behalf of the public, all operations and activities of the District to the fullest extent authorized by law and in any manner it shall deem appropriate. The Governing Board authorizes the Superintendent to organize the administrative and supervisory staff in a manner that best supports student achievement, the educational program, and efficient operations.

All management functions, rights, powers, and authority, whether heretofore or hereafter exercised, shall remain vested exclusively in the management team as directed through the Superintendent as the Chief Executive Officer. It is expressly recognized that these functions include, but are not limited to:

- Direct the work of its employees; determine the method, means, and services to be provided; establish the core values, mission statement, and District goals; ensure the rights and learning opportunities of students; determine the staffing patterns; determine the number and kinds of personnel required; determine the classification of positions; maintain the efficiency of the District operation; determine the curriculum; build, move, or modify the facilities; develop a budget; develop and implement budget procedures; and, contract out work. In addition, the hiring, assigning, evaluating, promoting, terminating, and/or disciplining of employees, and to take action on any matter in the event of an emergency.
- The exercise of the foregoing powers, rights, authority, duties, and responsibilities by the District; 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 employer-employee contractual agreements with the laws of the State of California.

The Superintendent shall maintain a current District organization chart which designates lines of primary responsibility and the relationship among all district positions. Lines of responsibility shall in no way prevent staff members at all levels from collaborating, communicating, and cooperating to develop the best possible programs and provide proficient services.

The above cited management rights and all other management rights not so enumerated are not subject to grievance procedures set forth in employer-employee contractual agreements unless in the exercise of said rights the management team has violated a specific term or provision of one or more of the articles of such agreement(s).

The Board of Education retains its rights to amend, modify, or rescind policies and practices referred to in any and all employer-employee contractual agreements in cases of emergency. The determination of whether or not an emergency exists is solely within the discretion of the Board of Education and is expressly excluded from the provisions of this article.