

## **ARTICLE V. EMPLOYER RIGHTS**

### **SECTION A. Reservation of Rights**

The Employer, in its own behalf and on behalf of the electors of the District, hereby retains and reserves the right unto itself, without limitation, all power, right, authority, duties and responsibilities conferred upon and vested in it by the laws and Constitution of the State of Washington, and of the United States, including, but without limiting the generality of the foregoing rights:

1. To the executive management and administrative control of the school system and its properties and facilities of its employees;
2. To determine the qualifications of all applicants and employees;
3. To determine the duties, responsibilities and assignments of its employees;
4. To terminate and/or suspend employees from duty because of reduction of programs and for good and just causes relating to employee job performance.

### **SECTION B. Limitations of Rights**

The exercise of the foregoing powers, authority, duties and responsibilities by the Employer, 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 this Agreement and then only to the extent such specific and express terms hereof are in conformance with the Constitution and laws of the State of Washington and the Constitution and laws of the United States.