

EUREKA COUNTY SCHOOL DISTRICTGENERAL PROVISIONS

These policies are established to carry out the intent of the governing board to adopt uniform personnel policies that will enable each teacher, administrative and professional staff member, as well as all support personnel, to make his/her fullest contribution to the programs and services of Eureka County School District.

Scope

The District retains the sole right to manage its affairs and direct its workforce within the existing framework of law (national, state, and local), but not limited to the right to plan, direct, and control its operations: to determine the location of its facilities; to determine working hours; to decide the types of services to be provided and the manner of providing them; to decide the work to be performed; to decide the method and place of providing its services; to determine the schedules of work; to hire, layoff, assign, transfer, and promote employees; to determine the qualifications of employees; to determine and re-determine job content; to determine the starting and quitting times; to make such reasonable rules and regulations not in conflict with any collective bargaining agreement, as it may from time to time deem best for the purpose of maintaining order, safety, and/or effective operations of its facilities and to require compliance therewith by employees; to discipline and discharge employees for cause. District requires all employees to cooperate and be candid and truthful in any internal investigation. These management rights are not subject to the dispute resolution/grievance procedure except as may be provided in a collective bargaining agreement.

The contents of these policies do not constitute a contract of employment and should not be construed as a guarantee of continued employment with the District. In cases where application of these policies would conflict with a collective bargaining agreement that is in effect between a recognized employee organization and the District, the provisions of the collective bargaining agreement shall govern. In all other cases, these policies shall govern. Nothing in these policies is intended to supersede applicable state or federal laws or regulations/ordinances related to personnel matters.

Administration

The District reserves the right to change these personnel policies at any time. Nothing contained in these policies is intended to confer any property right in continued employment or imply a contract of employment.

All employees of the District are expected to read and familiarize themselves with the contents of these policies. After receiving and reviewing these policies, each employee is expected to sign an acknowledgment form. The employee should return the signed acknowledgment form to the District Office for inclusion into his/her personnel file. Employees who fail to comply with these policies may be subject to disciplinary action, up to and including termination.

All changes, revisions, additions, and notices of deletions to these policies will be made available to all employees.

Whenever feasible, the District will provide all employees copies of any proposed revisions to the adopted policies prior to implementation of the proposed changes.