

**ARTICLE 2**  
**Management Rights**

- A. It is understood and agreed that the District possesses the right and responsibility to operate and manage all schools, departments and programs, and to direct the work forces. The rights, powers, authority, and discretion necessary for the District to carry out these rights and responsibilities shall be limited only by the express terms of this Agreement and shall be exercised in a manner consistent with this Agreement and Florida Statutes. In matters not covered by this Agreement, the District shall have the right to make administrative decisions.
- B. Consistent with this Agreement, the management rights shall include, but not be limited to, the following:
1. Determine the purpose and mission of the Broward County School System, and the department and agencies under its jurisdiction.
  2. Set standards of service to be offered to the public.
  3. Establish employee job descriptions.
  4. Direct its employees and establish standards of performance and conduct, including the right to make reasonable rules and regulations for the purpose of efficiency, safe practices and corrective action.
  5. Introduce new, improved or different methods and techniques of operation or work procedure.
  6. Relieve employees from duty because of lack of work, lack of funds or for other legitimate reasons.
  7. Take corrective action for just cause. (Note: See Article 9, Employee Corrective Action).
  8. Hire, promote, transfer or assign employees.
- C. The parties agree that directing and managing the workforce is a management right. In the event that such an action occurs, and that action shall impact the wages, hours, terms or conditions of employment, the District will notify the BTU-ESP as soon as possible after a decision has been made. Both parties shall collaboratively discuss the implementation process to ensure that the impact to affected employees has been thoroughly discussed and reviewed.