

**NEGOTIATING SCHOOL BOARD POWERS AND DUTIES**

The Board, as the duly constituted representative of the people and as the agent of the State, is legally responsible for the conduct of the public education in this district. The authority to make final decisions as provided for by law may not be delegated or advocated through negotiations.

The Board's rights include, but are not limited to, all matters relating to:

1. Direct the work of its employees.
2. Hire, promote, demote, transfer, assign and retain employees.
3. Suspend or discharge employees for proper cause.
4. Maintain the efficiency of governmental operations.
5. Relieve employees from duties because of lack of work or for other legitimate reasons.
6. Determine and implement methods, means, assignments, and personnel by which the operations are to be conducted.
7. Take such actions as may be necessary to carry out the mission of the school district.
8. Initiate, prepare, certify and administer its budget.
9. Exercise all powers and duties granted by law.

Within this framework, the Board's representative and the certified bargaining representative of the employee's organization will negotiate in good faith.

LEGAL REFERENCE: Code of Iowa, Chapters 20.7 and 20.9

DATE OF ADOPTION: November 11, 1981

DATE OF REVIEW: November 19, 2007

DATE OF REVISION:

MAQUOKETA VALLEY COMMUNITY SCHOOL DISTRICT  
DELHI, IOWA 52223