Delineation of Rights

Management retains all rights of possession, care, control and management that it has by law, and retains the right to exercise these functions. The exercise of such powers, rights, authority, duties and responsibilities by the Board, 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 to the precise extent such functions and rights are explicitly, clearly and unequivocally restricted by the express terms of Board policies/individual contracts and then only to the extent such specific and express terms hereof are in conformance with the Constitution and laws of the State of Wisconsin and the United States. These rights include, but are not limited by enumeration to, the following rights:

A. To direct all operations of the Agency;

B. To establish and require observance of reasonable work rules and schedules of work;

C. To hire, promote, transfer, schedule and assign employees in positions within the Agency;

D. To suspend, discharge and take other disciplinary action against employees;

E. To relieve employees from their duties because of lack of work or any other legitimate reason;

F. To maintain efficiency of Agency operations;

G. To take whatever action is necessary to comply with state or federal law, or to comply with state or federal court or agency decisions or orders;

H. To introduce new or improved methods or facilities;

I. To select employees, establish quality standards and evaluate employee performance;

J. To determine the methods, means and personnel by which Agency operations are to be conducted;

K. To take whatever action is necessary to carry out the functions of the Agency in situations of emergency;

L. To determine the educational policies of the Agency; and

M. To contract out for goods and services.

Tentative Approval: August 8, 2011

FINAL APPROVAL: September 7, 2011