

3357:13-12-091 Management Rights (CBA)

Management Rights constitute Article II of the Agreement between North Central State College and the chapter of the North Central State Faculty Association-American Association of University Professors (NCSFA-AAUP)

Article II. Management Rights

Except as limited by this Agreement, the College retains all rights, powers, duties, and authority granted to it by law, and is vested exclusively with rights of management as defined in Revised Code Section 4117.08 (C.), including but not limited to, its rights to:

Section 2.01 Determine matters of inherent managerial policy which include, but are not limited to, areas of discretion or policy such as the functions and programs of the College, standards of service, its overall budget, utilization or technology, and organizational structure.

Section 2.02 Direct, supervise, evaluate, or hire employees, including hiring auxiliary employees or special contract employees.

Section 2.03 Maintain and improve the efficiency and effectiveness of College operations.

Section 2.04 Determine the overall methods, process, means, or personnel by which College operations are to be conducted.

Section 2.05 Suspend, discipline, demote, or discharge for just cause, or lay off, transfer, assign, schedule, promote, or retain employees.

Section 2.06 Determine the adequacy of the work force.

Section 2.07 Determine the overall mission of the College as a unit of the Public Higher Education System of the State of Ohio.

Section 2.08 Effectively manage the work force.

Section 2.09 Take actions to carry out the mission of the College as a member of the Public Higher Education System of Ohio.

Section 2.10 Except as limited by this Agreement, nothing contained herein shall in any way limit the College's right to adopt, modify, implement, or terminate policies, rules, regulations, and procedures in furtherance and accomplishment of its statutorily mandated authorities and responsibilities.

Effective: January 16, 2024

Next Review: May 14, 2027

Review Dates: 12/17/08, 10/26/11, 8/27/14, 8/23/17, 8/25/21, 01/16/24