

**WESTERN NEBRASKA COMMUNITY COLLEGE
POLICIES AND PROCEDURES**

SECTION: Board of Governors 800.0000.79
SUBSECTION: Authority for the Establishment of the WCCA and Board 805.0000.79

Retained Rights
Policy Number: 805.0150.77

POLICY

The Board shall operate and maintain WNCC and all of its sites. It is understood that the rights of the employees are set forth throughout the Manual of Policies. Such rights shall not be abridged by this Retained Rights clause. However, subject only to the express limitations set forth elsewhere in applicable statutes, the Board, who may delegate such authority to the President, shall continue to hire, transfer, promote and demote employees; to discipline, reprimand, suspend, or discharge employees; to lay off and recall employees; to determine work load, office hours, qualifications for advancement, assignment of work, and select professional employees; to make administrative evaluation of employees; to extend contracts; to determine the number of employees to be used in any classification or activity; to prepare, enter into and execute employment contracts between any professional employee and the Board which shall include by reference this Manual of Policies; to determine the period, curriculum and content of any school term or course; to establish or modify rules, regulations and practices; to grant sabbatical leaves on such terms and to such persons as the Board may from time to time determine necessary or desirable; to close down or move the College or any part thereof or to curtail operations; to establish new departments or operations and to discontinue existing departments or operations, in whole or in part; to purchase or acquire and to sell or dispose of any assets; to control, maintain and regulate the use of buildings, equipment, and other property of the College; to introduce new or improved methods or equipment; to subcontract work as the Board deems necessary or desirable; to determine the number and location of operations, services and courses; and otherwise, generally to manage the College and direct the employees. The above rights are not all inclusive but enumerate by way of illustration the type of rights which belong to the Board. All other rights, powers, or authority which the Board had prior to the signing of the Manual of Policies are retained by it, except those which have been specifically abridged, delegated, or modified by the Manual of Policies; it being understood and agreed that nothing in the Manual of Policies shall restrict or modify the rights and duties of the Board as provided by law.

DEFINITIONS

N/A

APPLICABILITY

N/A

Adoption Date: 1977

Revision Date (and Board of Governors' Minutes Item Number):

Prior Policy/Procedure Number:

Schedule for Review:

Divisions/Department Responsible for Review and Update:

Sponsoring Division/Department:

Rescinded Date:

Cross Reference:

Procedure(s) for Policy:

Related Policies/References: Western Nebraska Community College Manual of Policies