



**Superintendent**  
Rex Weltz  
324-2000

**Business Manager**  
Janelle Mickelson  
324-2007

**BOARD OF TRUSTEES  
POLICY COMMITTEE MEETING  
Lincoln Center - 1325 Poplar Street  
April 4, 2023  
Noon – 1:00 p.m.**

**I. INTRODUCTIONS**

**II. REVIEW OF AGENDA**

**III. GENERAL PUBLIC COMMENT**

This is the time for comment on public matters that are not on the agenda. Public matters do not include any pending legal matters, private personnel issues or private student issues. Please do not attempt to address such issues at this time or you will be ruled out of order. The Board cannot enter into a discussion during General Public Comment.

**IV. REVIEW MARCH 7, 2023, BOARD POLICY MEETING MINUTES**

**V. PRESENTATION OF POLICIES FOR FIRST READING:**

A. 2120 Wellness

**VI. PRESENTATION OF POLICIES FOR SECOND READING:**

A. 5122 Criminal Background Investigation

B. 5610 Intellectual Property Rights

**VII. PRESENTATION OF POLICIES FOR FIFTH READING**

A. 5030 Abused and Neglected Child Reporting (8.13.2013)

**VIII. PRESENTATION OF POLICIES FOR GENERAL REVIEW:**

A. 5255 Disciplinary Action (6.11.2019)

B. 5075 Termination of Employment (8.13.2013)

**IX. SUPERINTENDENT OR BOARD COMMENTS**

**X. ADJOURNMENT**

**NEXT MEETING:  
Tuesday, May 2, 2023 - Noon – 1:00 p.m.**

2  
3 **STUDENT INSTRUCTION**

4  
5 Wellness

6  
7 Recognizing that good health and wellness are positively correlated to success in school, the  
8 Helena Public Schools Board of Trustees is committed to providing learning environments that  
9 promote children’s health, well-being and ability to learn. This commitment includes nutrition,  
10 education, physical activity and other school-based activities that are designed to promote  
11 student wellness.

12  
13 *Nutritional Standards for Foods Available to Students.*

14  
15 The District will serve meals that, at a minimum, meet the nutritional requirements established  
16 by the United States Department of Agriculture.

17  
18 Child nutrition professionals will provide students with access to a variety of affordable,  
19 nutritious, and appealing foods which meet the health and nutrition needs of students; will  
20 accommodate the religious, ethnic, and cultural diversity of the student body in meal planning;  
21 and will provide clean, safe, and pleasant settings.

22  
23 Adequate time for students to eat will be provided.

24  
25 The District strongly encourages that all foods and beverages ~~individually~~ sold before, during  
26 and 30 minutes after the school day, outside the school reimbursable meal programs, (including  
27 those sold through vending machines, student stores, a la carte programs, fundraising, or through  
28 programs for students after the school day) will follow the USDA Smart Snack regulations.  
29 Schools are discouraged from using foods and beverages, especially those that do not meet the  
30 nutrition standards and are sold individually, as rewards for academic performance or good  
31 behavior. In addition, foods and beverages will not be withheld as a form of punishment.

32  
33 Schools are encouraged to limit the number of celebrations during the school day that involve  
34 food. Helena Public Schools encourage the promotion of a positive learning environment by  
35 providing healthy celebrations that shift the focus from food to the child. Providing nutritious  
36 food options demonstrates a school commitment to promoting healthy behavior and supports  
37 classroom lessons. Each celebration should include healthy foods and beverage choices,  
38 including water. Physical activity during celebrations is encouraged.

39  
40 Foods and beverages offered and sold at school events should include choices that meet the  
41 nutrition standards for meals and beverages sold individually.

47                    *Development, Review, and Implementation of the Policy*

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The Superintendent or designee will establish a committee comprised of staff members, parents, educators, and the public. The committee shall be responsible for the development of procedures that support wellness for both students and staff and are necessary to implement this policy.

Members may include but are not limited to parents, students, school food service staff, health and physical education educators, school and community health professionals, trustees, administrators and members of the general public.

The District will assess the implementation of this policy and inform and update the public every three years, at a minimum, regarding compliance with the policy, how it compares to model wellness policies, and progress in attaining the goals of the wellness policy.

Legal References:     P.L. 108-265 Child Nutrition and WIC Reauthorization Act of 2004  
                                 P.L. 111-296 The Healthy, Hunger-Free Kids Act of 2010  
                                 10.55.701, ARM Board of Trustees

Cross References:

Policy History:

Adopted on:            2.28.2012  
Revised on:            5.9.2017

2  
3 PERSONNEL

4  
5 Criminal Background Investigation

6  
7 Any requirement of ~~an applicant or employee~~ a candidate, volunteer applicant or  
8 employee of a contractor to submit to a fingerprint background check will be in  
9 compliance with the National Child Protection Act and applicable state and federal  
10 regulations. If an individual applicant has any prior record of arrest or conviction by any  
11 local, state, or federal law enforcement agency for an offense other than a minor traffic  
12 violation, the facts must be reviewed by the Superintendent or ~~his/her~~ designee who shall  
13 decide whether the individual ~~applicant~~ shall be declared eligible for ~~appointment or~~  
14 employment or volunteering.

15  
16 All applicants, employees of firms hold a contract with the District, and volunteers who  
17 will have unsupervised access to students will be required to submit to a comprehensive  
18 criminal background investigation to include fingerprinting. The authorization must be in  
19 writing.

20  
21 Arrests resolved without conviction shall not be considered in the hiring process  
22 unless the charges are pending and prohibit the individual from working as an  
23 employee or volunteering.

24  
25 Employees and volunteers have the responsibility to notify the District as soon as possible if  
26 they are arrested, charged with a crime, or served a restraining order. The District will take  
27 appropriate action, up to and including termination, if upon notification it is determined the  
28 criminal activity impacts the individual’s continued employment or ability to volunteer.

29  
30 The Superintendent or designee shall keep all criminal record information confidential as  
31 required by law. All records must be retained in accordance with state and federal law.

32  
33  
34 *Paid Full & Part-time Employees / Certified and Classified Substitutes*

35  
36 It is the policy of the Board that any finalist recommended for hire to a paid position  
37 with the District shall authorize in writing their agreement to a comprehensive criminal  
38 background check, which will include a fingerprint background check. The criminal  
39 background check will be conducted by the appropriate state and/or federal agencies.  
40 Any offer of employment ~~or appointment~~ shall be contingent upon the results of the  
41 comprehensive criminal background check. The employee will not be allowed to begin  
42 work until the District has received and approved the results of the criminal background  
43 check. The cost for the criminal background check shall be borne by the District.

44  
45 ~~The District will accept the report of a previous fingerprint based background check~~  
46 ~~completed within the six (6) months before for the non-licensed substitute teacher~~  
47 ~~applied if it is submitted by a Montana university or college where the applicant is~~

48 ~~currently or was formerly enrolled in an accredited Montana professional educator~~  
49 ~~program or from a public or nonpublic state-accredited school that previously employed~~  
50 ~~the applicant.~~

51  
52 The Superintendent may determine that a critical staffing need exists and in such cases  
53 the Superintendent ~~and/or his or her~~ designee may allow the employee to begin work  
54 after the District has approved a name-based background check. Such employment will  
55 be temporary, pending completion of the comprehensive criminal background check,  
56 including a fingerprint background check.

57  
58 Student Teachers

59  
60 The District will accept the report of a previous fingerprint-based background check  
61 completed no more than six months prior to the student teacher's start date. The  
62 fingerprint-based background check must be submitted to the District by a Montana  
63 university or college or a public or non-public Montana accredited school where the  
64 student teacher is currently or was formerly enrolled in a Montana professional educator  
65 program.

66  
67 Student teachers from a teacher education program outside the state of Montana must  
68 agree in writing to a finger-print based background check conducted by the appropriate  
69 state and/or federal authority.

70  
71 Volunteers

72  
73 All volunteers who have unsupervised access to District students on District property or  
74 at a District sanctioned event will be required to ~~provide two forms of identification, (a~~  
75 ~~government issued photo ID and another reliable proof of identity). In addition, all~~  
76 ~~volunteers will be required to submit to a comprehensive criminal background check,~~  
77 ~~which will include a name-based fingerprint-based background check. Volunteers who~~  
78 ~~have unsupervised access to students or who serve as chaperones for school-sponsored~~  
79 ~~trips are required to submit to a comprehensive criminal background check including a~~  
80 ~~fingerprint background check and will not be able to serve until the District has received~~  
81 ~~and approved the results of the criminal background check.~~

82  
83 The District may, at its discretion, conduct a name based background check at the  
84 discretion of the Superintendent or designee, waive criminal background checks for  
85 volunteers who assist with events similar in nature to bake sales and book sales and  
86 who do not have unsupervised access to students.

87  
88 Other

89  
90 ~~The following applicants for employment shall be required as a condition of any~~  
91 ~~offer of employment to authorize, in writing, the District to conduct a~~  
92 ~~comprehensive criminal background investigation to include fingerprinting. The~~

93 ~~authorization must be in writing. determine if he or she has been convicted of~~  
 94 ~~certain criminal or drug offenses:-~~  
 95 ~~• Education support personnel seeking full or part-time employment within the~~  
 96 ~~District;-~~  
 97 ~~• Any employee of a person or firm holding a contract with the District.;~~  
 98  
 99 ~~Any requirement of an applicant or employee of a contractor to submit to a fingerprint~~  
 100 ~~background check will be in compliance with the National Child Protection Act and~~  
 101 ~~applicable state and federal regulations. If an applicant has any prior record of arrest or~~  
 102 ~~conviction by any local, state, or federal law enforcement agency for an offense other~~  
 103 ~~than a minor traffic violation, the facts must be reviewed by the Superintendent or his/her~~  
 104 ~~designee, who shall decide whether the applicant shall be declared eligible for~~  
 105 ~~appointment or employment.~~  
 106  
 107 ~~Arrests resolved without conviction shall not be considered in the hiring process~~  
 108 ~~unless the charges are pending and prohibit the individual from working as an~~  
 109 ~~employee.~~  
 110  
 111 ~~The Superintendent shall keep all criminal record information confidential as required by~~  
 112 ~~law.~~  
 113  
 114

Cross Reference:     5085                             Substitutes and Student Teachers

Legal Reference:

42 USC 5119a	
10.55.716, ARM	Substitute Teachers
10.57.201a, ARM	Criminal History Background Check
§ 44-5-301, MCA	Dissemination of public criminal justice
§ 44-5-302, MCA	information Dissemination of criminal history
	record information that is not public criminal
§ 44-5-303, MCA	justice information Dissemination of
	confidential criminal justice information –
	procedure for dissemination through court

Policy  
 History:  
 Adopted on:     5.14.2019  
 Revised on:

115  
 116

2  
3 **PERSONNEL**

4  
5 Intellectual Property Rights

6  
7 The purpose of this policy is to establish provisions which define how intellectual property rights  
8 are recognized when employees develop materials and other forms of intellectual property and  
9 how equitable allocation of royalties, compensation, and other ownership rights are established  
10 for intellectual property valued in excess of twenty-five hundred dollars (\$2500.00).

11  
12 It is the policy of the Board to encourage its employees to ethically create innovative and  
13 progressive materials and/or other forms of intellectual property. Intellectual property is defined  
14 as original and creative work manifested in a tangible form that can be legally protected, in a  
15 manner that may include but is not limited to a patent, trademark, or copyright.

16  
17 The Board also recognizes the need for all employees to understand the circumstances where the  
18 District may have proprietary rights to intellectual property produced during paid time using  
19 public resources. Depending upon the situation, royalties or compensation for such materials  
20 and/or other forms of intellectual property may be paid to the District.

21  
22 Prior to the development of new materials and/or other forms of intellectual property related to  
23 an employee’s employment or an employee’s sabbatical, the employee must meet with the  
24 Superintendent or designee to obtain permission to create the material and/or other forms of  
25 intellectual property and to gain an understanding of any ethical considerations. The meeting  
26 should occur regardless of whether the materials and/or other forms of intellectual property will  
27 be developed outside or during the workday or will use some or no District resources.

28  
29 Employees who receive approval for the development of materials and/or other forms of  
30 intellectual property that does involve full or partial use of District resources and/or partial use of  
31 the workday will seek to have the respective rights of ownership between the employee and the  
32 District addressed in a written agreement. If there is no such agreement, the rights of ownership  
33 shall belong to the District.

34 *Items Created Within the Employee’s Scope of Responsibilities*

35 The Board retains the rights to all materials and/or other forms of intellectual property produced  
36 by employees during their workday, as part of their employment, and/or using District resources.  
37 In this situation, the District reserves the right to copyright or patent the intellectual property in  
38 its name and to otherwise exercise proprietary rights, including royalty or compensation rights.  
39 Employees will not be compensated for the materials and/or other forms of intellectual property  
40 produced by employees during the paid workday, or as part of their employment, or with the use  
41 of public resources.

42  
43 *Items Created Outside the Employee’s Scope of Responsibilities*

45 The Board does not inhibit employees, outside of their workday and apart from their  
46 employment with the District, from using their own resources, to research, author, or produce  
47 materials and/or other forms of intellectual property. The Board also recognizes the right of  
48 employees to own business interests in companies which produce such intellectual property

49  
50 Employees who produce materials and/or other forms of intellectual property outside of their  
51 workday, apart from and not related to their employment, using their own resources, have the  
52 right to exercise total proprietary rights, including royalty rights and/or compensation, regarding  
53 the intellectual property.

54  
55 However, if an employee uses District resources, equipment or facilities outside the workday to  
56 create intellectual property, the rights to such property belongs to the District unless an  
57 agreement is reached prior to the initiation of the work.

58

59 *Items Created Using a Combination of Paid and Personal Time*

60

61 Work that an employee does in a combination of both paid and personal time that contributes to  
62 the job for which the employee was hired, may be considered within the employee's scope of  
63 responsibilities as defined by this policy. When an employee creates items used to perform their  
64 job function and any portion of the work on the item occurred when the employee was being  
65 paid by the District and/or the employee was using District equipment, resources or facilities the  
66 items may belong to the District, the employee or a combination of the two.

67

68 Employees must receive prior approval for the development of materials and/or other forms of  
69 intellectual property that involves full or partial use of District resources and/or partial use of the  
70 workday. The written agreement will establish the respective rights of ownership between the  
71 employee and the District. If there is no such agreement, the rights of ownership shall belong to  
72 the District.

73

74 Should an employee develop intellectual property but not see to monetize or legally protect it,  
75 the District may make use of the property without additional compensation, but shall not  
76 distribute, copy, or monetize the property without the consent of the originating employee.

77

78 *District Purchase of Employee Developed Materials*

79

80 Materials and/or other forms of intellectual property authored or produced by employees may be  
81 purchased by the District if they are approved for purchase according to standard evaluation and  
82 selection procedures for those items in accordance with Board Policies, state statute and  
83 administrative procedures.

84

85 An employee may not participate in the evaluation or procurement of materials and/or other  
86 forms of intellectual property wholly or partially produced by the employee and/or immediate  
87 family member.

88



89 An employee who receives royalties or compensation on the sale of materials and/or other forms  
90 of intellectual property to the District, must ~~donate~~ divide royalties and/or net pro rata profits ~~to~~  
91 ~~an approved charity~~ as defined if:

- 92 1. The sale of the materials and/or other forms of intellectual property exceeds  
93 twenty-five hundred dollars (\$2,500.00) annually, or
- 94 2. The employee receives a pro rata share of payment of account on sales of  
95 materials and/or other forms of intellectual property that exceeds twenty-five  
96 hundred dollars (\$2,500.00) annually.
- 97 3. The amount that is to be donated in the royalties and/or net pro rata profits  
98 on any sales exceeds twenty-five hundred dollars (\$2,500.00).

99 If the royalties and/or net pro rata profits exceed twenty-five hundred dollars (\$2,500.00)  
100 annually the following distribution shall apply:

- 101 • 50% to employee
- 102 • 40% to District
- 103 • 10% to Helena Education Foundation

104 Any employee who chooses not to comply with the foregoing requirements may request of the  
105 Superintendent/designee that his or her materials and/or other forms of intellectual property not  
106 be purchased by the District. Such requests will be honored.

107  
108 An employee may not use District property, student work (without prior documented written  
109 permission obtained from parents), or personnel, in preparing materials for private use or for use  
110 unrelated to the school system.

111  
112 The Superintendent is authorized to develop appropriate procedures to implement this policy.

113  
114 Cross Reference: 5035 Staff Ethics and Political Activity

115  
116 Legal References: §2-2-121, MCA Rules of Conduct for Public Officers and Public  
117 Employees

118 §2-2-121, MCA School Officers Not to Act as Agents  
119 Copyright Act of 1976

120  
121 Policy History:  
122 Adopted:  
123 Revised:  
124 Reviewed:

2  
3 PERSONNEL

4  
5 Abused and Neglected Child Reporting

6  
7 A District employee, **third party** contractors **providing service to students**, ~~volunteer~~, student teacher  
8 or student nurse who has reasonable cause to suspect that a student may be ~~an~~ abused, neglected  
9 ~~child~~ or subject to sex trafficking by anyone regardless of whether the person suspected of causing  
10 ~~the abuse, neglect, or trafficking is a parent or other person responsible for the child’s welfare~~, shall  
11 report such a case to the Montana Department of Public Health and Human Services or local law  
12 enforcement. They shall also notify the Superintendent or principal that a report has been made. An  
13 employee, contractor, ~~volunteer~~, student teacher or student nurse does not discharge the obligation to  
14 personally report by notifying the Superintendent or principal.

15  
16 Child abuse or neglect means actual physical or psychological harm to a child, substantial risk of  
17 physical or psychological harm to a child, exposure to or involvement with sex trafficking, and  
18 abandonment. This definition includes sexual abuse and sexual contact by or with a student.  
19 The obligation to report suspected child abuse or neglect also applies to actual or attempted  
20 sexual or romantic contact between a student and a staff member, contractor, **volunteer** or student  
21 teacher or nurse.

22  
23 ~~Any District employee who fails to report a suspected case of abuse or neglect to the Department~~  
24 ~~of Public Health and Human Services, or who prevents another person from doing so, may be~~  
25 ~~civilly liable for damages proximately caused by such failure or prevention and is guilty of a~~  
26 ~~misdemeanor. The employee will also be subject to disciplinary action up to and including~~  
27 ~~termination.~~

28  
29 Any District employee who fails to report a suspected case of abuse, neglect, or sex trafficking to  
30 the Department of Public Health and Human Services, or who prevents another person from  
31 doing so, may be civilly liable for damages proximately caused by such failure or prevention and  
32 is **may be** guilty of a misdemeanor. **All District employees are responsible for reporting**  
33 **regardless of whether or not another employee has made a report.** The employee will also be  
34 subject to disciplinary action up to and including termination **for failure to report.**

35  
36 The Superintendent or designee ~~is authorized to~~ shall provide access to educational resources for  
37 the purpose of training interested parties how identify the warning signs of abuse, neglect, and  
38 sex trafficking, how to recognize predatory behaviors and how to make a report to the proper  
39 authorities.

40  
41 When a District employee makes a report, the Department of Public Health and Human Services  
42 may share information with that individual or others as permitted by law. Individuals in the  
43 District who receive information related to a report of child abuse, neglect, or sex trafficking  
44 shall maintain the confidentiality of the information.

46 Legal References: § 41-3-201, MCA Reports  
47 § 41-3-202, MCA Action on reporting  
48 § 41-3-203, MCA Immunity from liability  
49 § 41-3-205, MCA Confidentiality – disclosure exceptions  
50 § 41-3-207, MCA Penalty for failure to report  
51 § 45-5-501, MCA Definitions  
52 § 45-5-502, MCA Sexual Assault  
53 § 20-7-1316, MCA Child Sex Trafficking Prevention  
54 Cross References:  
55  
56 Policy History:  
57 Adopted on: 8.13.2013  
58 Revised on:  
59 Reviewed on:  
60  
61

11.1.2022, 12.9.2022 Policy Committee – 1<sup>st</sup> Review  
1.3.2023 Policy Committee – 2<sup>nd</sup> Review  
2.7.2023 Policy Committee – 3<sup>rd</sup> Review  
3.7.2023 Policy Committee – 4<sup>th</sup> Review  
4.4.2023 Policy Committee – 5<sup>th</sup> Review

3.14.2023 Full Board – 1<sup>st</sup> Reading

2 **PERSONNEL**

3 Disciplinary Action

4 District employees who fail to fulfill their job responsibilities or to follow reasonable directions  
5 of their supervisors, or who conduct themselves on or off the job in ways that affect school  
6 operations, may be subject to discipline. Behavior, conduct, or action that may call for  
7 disciplinary action or dismissal includes but is not limited to reasonable job-related grounds  
8 based on a failure to satisfactorily perform job duties, disruption of the District’s operation, or  
9 other legitimate reasons.

10 Discipline will be reasonably appropriate to the circumstance and will include but not be limited  
11 to a supervisor’s right to reprimand an employee and the Superintendent, building principal or  
12 supervisor’s right to suspend an employee, without pay, or to impose other appropriate  
13 disciplinary sanctions. Disciplinary sanctions, including all forms or reprimands, will be  
14 documented and placed in the employees personnel file accordance with Policy 5040. In  
15 accordance with Montana law, only the Board may terminate an employee or non-renew  
16 employment.

17 The Superintendent or designee is authorized to immediately suspend a staff member, with or  
18 without pay, and recommend retention or termination of employment.

19

20 Cross Reference: Policy 5225 Termination from Employment / Non-Renewal of  
21 Employment

22 Policy 5040 Personnel Records

23

24 Legal Reference: §20-3-324, MCA Powers and duties  
25 §20-4-204, MCA Termination of tenure teacher services  
26 §20-4-207, MCA Dismissal of teacher under contract  
27 §39-2-903, MCA Definitions  
28 §45-8-361, MCA Possession or allowing possession of a weapon in  
29 school building – exceptions – penalties – seizure  
30 and forfeiture or return authorized – definitions

31 Policy History:

32 Adopted on: 6.11.2019

33 Revised on:

34 Historical Note: Policies 3.20 Personal Conduct and 3.16 Employee Disciplinary Action  
35 adopted on 1.14.2003 were combined to become Policy 5070 in 2013.  
36 Policy 5070 was revised and became Policy 5255 on 6.11.2019.

2  
3 PERSONNEL

4  
5 Termination of Employment

6  
7 *Dismissal and Non-renewal*

8  
9 The Board, after receiving the recommendations of the Superintendent, will determine the non-  
10 renewal or termination of certified and classified staff, in conformity with state statutes and  
11 applicable District policies.

12  
13 *Resignation*

14  
15 Certified and classified personnel will generally be expected to fulfill the terms of their contracts,  
16 unless clearly compelling, mitigating circumstances prevent the individual from doing so. The  
17 Superintendent is authorized to accept the resignation of an individual employee and must report  
18 such resignation to the Board at the next regularly scheduled meeting. A certified employee who  
19 resigns after signing a contract with the District may face disciplinary action related to the  
20 employee’s certificate.

21  
22 *Reduction in Force*

23  
24 The Board has exclusive authority to determine the appropriate number of employees. A  
25 reduction in employees may occur as a result of, but not be limited to, changes in the education  
26 program, staff realignment, changes in the size or nature of the student population, financial  
27 considerations, or other reasons deemed relevant by the Board. The Board will follow the  
28 procedure stated in the current collective bargaining agreement when considering a reduction in  
29 force of certified staff. The Board will consider performance evaluations, staff needs, and other  
30 reasons it deems relevant, in determining order of dismissal when it reduces classified staff or  
31 discontinues some type of educational service.

32  
33 *Payment of Wages Upon Termination*

34  
35 When a District employee quits, is laid off, or is terminated, wages owed will be paid on the next  
36 regular pay day for the pay period in which the employee left employment or within fifteen (15)  
37 days, whichever occurs first. In the case of an employee terminated for allegations of theft  
38 connected to the employee’s work, the District may withhold the value of the theft, provided the  
39 employee agrees in writing to the withholding or charges have been filed with law enforcement  
40 within (7) business days of separation. If no charges are filed against the employee within thirty  
41 (30) days of the filing of the report with law enforcement, wages are due upon the expiration of  
42 the thirty (30) day period.

43  
44 Legal References: § 20-4-204, MCA Termination of tenure teacher services

- |  |  |
|--|--|
| 5.16.2013 Board Policy – 1 <sup>st</sup> Reading       | 1.3.2023 Policy Committee – 1 <sup>st</sup> Review |
| 6.4.2013 Board Policy – 2 <sup>nd</sup> Reading        | 2.7.2023 Policy Committee – 1 <sup>st</sup> Review |
| 6.11.2013 Full Board – 1 <sup>st</sup> Reading         | 3.7.2023 Policy Committee – 1 <sup>st</sup> Review |
| 8.13.2013 Full Board – 2 <sup>nd</sup> Reading – Final | 4.4.2023 Policy Committee – 1 <sup>st</sup> Review |

45 § 20-4-206, MCA Notification of non-tenure teacher re-election –  
46 acceptance – termination  
47 §20-4-207, MCA Dismissal of a teacher under contract  
48 §10.55.701, ARM Board of Trustees  
49 §10.57.611, ARM Substantial Material Non-Performance  
50 *Booth v. Argenbright*, 225 M 272, 731 P.2d 1318, 44 St. Rep. 227 (1987)

51  
52  
53 Cross References:

54  
55 Policy History:  
56 Adopted on: 8.13.2013  
57 Revised on:  
58  
59

5.16.2013 Board Policy – 1<sup>st</sup> Reading  
6.4.2013 Board Policy – 2<sup>nd</sup> Reading  
6.11.2013 Full Board – 1<sup>st</sup> Reading  
8.13.2013 Full Board – 2<sup>nd</sup> Reading – Final

1.3.2023 Policy Committee – 1<sup>st</sup> Review  
2.7.2023 Policy Committee – 1<sup>st</sup> Review  
3.7.2023 Policy Committee – 1<sup>st</sup> Review  
4.4.2023 Policy Committee – 1<sup>st</sup> Review