

PERSONNEL

Employment and Assignment

Each certificated employee will be employed under a written contract, subject to the terms and conditions of the collective bargaining agreement, District policies and procedures, and state and federal statutes. The Board, after receiving the recommendations of the Superintendent, will determine the non-renewal or termination of certified and classified staff, in conformity with state statutes, applicable District policies and procedures, and collective bargaining agreements.

Classified employees whose positions are covered by a collective bargaining agreement will be employed subject to the terms and conditions of the collective bargaining agreement, District policies and procedures, and state and federal statutes. Classified employees whose positions are not covered by a collective bargaining agreement will be subject to a one-year probationary period. Their employment is governed by District policies and procedures, and state and federal statutes, including, but not limited to verification that the employee is authorized to work in the United States. The District reserves the right to change employment conditions affecting an employee’s duties, assignment, and/or supervisor, subject to collective bargaining language.

*Assignment, Reassignment and Transfer*

The Superintendent may assign, reassign, and/or transfer positions and duties of all staff, subject to any provisions contained in the collective bargaining agreements, District policies and procedures and state and federal statutes. Nothing in this policy prevents reassignment of a staff member during a school year.

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| Legal References: | § 39-2-904, MCA<br>§ 39-2-912, MCA<br>10.57.601a, ARM<br><i>House Bill 226</i> | Elements of wrongful discharge<br>Exemptions (wrongful discharge)<br>Definition of Immoral Conduct<br>Legal Employment and Government Accountability Law |
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| Cross Reference: | Policy 5122 | Criminal Background Investigation |
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Policy History:

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| Adopted on: | 8.13.2013             |
| Revised on: | 6.11.2019, 02.10.2026 |