

1 **Charlo Public School District**

2
3 **PERSONNEL**

5140

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5 Classified Employment and Assignment

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7 Each classified employee will be employed under a written contract of a specified term within
8 the meaning of § 39-2-912, MCA. Such employees shall have no expectation of continued
9 employment from year to year, and contracts of employment may be renewed or nonrenewed
10 during the summer of each year, at the District's sole option.

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12 The District reserves the right to change employment conditions affecting an employee's duties,
13 assignment, supervisor, or grade.

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15 The Board will determine salary and wages for classified personnel.

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17 If a classified employee is not under a contract for a specified term, the Board establishes a
18 probationary period for such employee to be one year from the date of hire.

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23 Legal Reference: § 39-2-904, MCA Elements of wrongful discharge – presumptive
24 probationary period
25 *Hunter v. City of Great Falls* (2002), 2002 MT 331
26 *Whidden v. Nerison*, 294 Mont. 346, 981 P.2d 271 (1999)
27 *Bowden v. The Anaconda Co.*, 38 St. Rep. 1974 (D.C. Mont. 1981)
28 *Scott v. Eagle Watch Inv., Inc.*, 251 Mont. 191, 828 P.2d 1346 (1991)
29 *Prout v. Sears, Roebuck & Co.*, 236 Mont. 152, 722 P.2d 288 (1989)
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31 Policy History:

32 Adopted on:

33 Revised on: 10/06, 12/15/20