

PERSONNEL

1 Applicability of Personnel Policies

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3 Except where expressly provided to the contrary, personnel policies apply uniformly to the
4 employed staff of the District. However, where there is a conflict between terms of a collective
5 bargaining agreement and District policy, the law provides that the terms of the collective
6 bargaining agreement shall prevail for staff covered by that agreement.

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8 Board policies will govern when a matter is not specifically provided for in an applicable
9 collective bargaining agreement.

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11 Each personnel position in the District will be directed by a position description that delineates
12 the responsibilities of the employee. The employee will receive the position description with the
13 employment contract. Position descriptions are available upon request. The Board of Trustees
14 will regularly review the position descriptions.

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16 Professional Development

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18 If not otherwise addressed in the applicable collective bargaining agreements, the Board shall
19 establish an advisory committee to evaluate the District’s current school year professional
20 development plan and develop and recommend a plan for the subsequent school year. The
21 advisory committee shall include, but not be limited to, trustees, administrators, and teachers. A
22 majority of the committee shall be teachers. Each school year the Board shall adopt a
23 professional development plan for the subsequent school year based on the recommendation of
24 the advisory committee that meets the requirements of ARM 10.55.714.

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28 Legal Reference: § 39-31-102, MCA Chapter not a limit on legislative authority
29 ARM 10.55.701(d) Board of Trustees
30 ARM 10.55.714 Professional Development

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32 Policy History:
33 Adopted on: February 2007
34 Revised on: May 2022