

PERSONNEL

1 Classified Employment and Assignment

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3 Each classified employee will be employed under a written contract of a specified term, of a
4 beginning and ending date, within the meaning of § 39-2-912, MCA after the employee has
5 satisfied the requisite probationary period of six (6) months. Should the employee satisfy the
6 probationary period, such employees shall have no expectation of continued employment beyond
7 the current contract term.

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9 The District reserves the right to change employment conditions affecting an employee’s duties,
10 assignment, supervisor, or grade.

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

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16 Legal Reference: § 39-2-904, MCA Elements of wrongful discharge – presumptive
17 probationary period
18 *Hunter v. City of Great Falls* (2002), 2002 MT 331
19 *Whidden v. Nerison*, 294 Mont. 346, 981 P.2d 271 (1999)
20 *Bowden v. The Anaconda Co.*, 38 St. Rep. 1974 (D.C. Mont. 1981)
21 *Scott v. Eagle Watch Inv., Inc.*, 251 Mont. 191, 828 P.2d 1346 (1991)
22 *Prout v. Sears, Roebuck & Co.*, 236 Mont. 152, 722 P.2d 288 (1989)
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24 Policy History:
25 Adopted on: February 2007
26 Revised on: