

1 **5140 PERSONNEL**

2 Classified Employment and Assignment

3 Each permanent classified employee shall receive a letter of initial notification of employment signed by
4 the Superintendent or designee. The District reserves the right to change employment conditions
5 affecting the employee’s duties; including, but not limited to assignment, supervisor or grade.

6 The Board shall determine the salary and wages for classified personnel.

7 If no probationary period is established upon hire, a 120 working day probationary period is applicable.
8 An employee may be discharged during the probationary period for any or no reason.

9 Legal Reference:

10 § 39-2-904, MCA Elements of wrongful discharge – presumptive probationary period

11 § 39-2-912, MCA Exceptions to Wrongful Discharge from Employment Act

12 Policy History:

13 Adopted on: July 1, 2000

14 Revised on: November 12, 2001

15 Revised on: August 23, 2010

16 Revised on: March 26, 2018