

Poplar School District

PERSONNEL

5140

Classified Employment and Assignment

Each classified employee will be employed under a written contract of a specified term, with a beginning and ending date. The employee will have no expectation of continued employment at the end of the contract term. Employees will be subject to a 6-month probationary period.

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

The Board will determine salary and wages for classified personnel.

Good cause' means any reasonable job-related grounds for an employee's dismissal based on: (a) the employee's failure to satisfactorily perform job duties; (b) the employee's disruption of the employer's operation; (c) the employee's material or repeated violation of an express provision of the employer's written policies; or (d) other legitimate business reasons determined by the employer while exercising the employer's reasonable business judgment.

Legal Reference:	§ 39-2-904, MCA	Elements of wrongful discharge – presumptive probationary period (Revised by House Bill 254)
	§ 39-2-912, MCA	Exceptions to Wrongful Discharge from Employment Act
	§ 39-2-912, MCA	Exemptions-wrongful discharge (Revised by House Bill 254)
	§ 39-2-903	Definitions-wrongful discharge (Revised by House Bill 254)
	§ 39-2-905, MCA	Remedies- wrongful discharge (Revised by House Bill 254)
	§ 39-2-911	Limitation of actions (Revised by House Bill 254)
	House Bill 254	Revisions of Montana Wrongful Discharge Act
	<i>Hunter v. City of Great Falls</i> (2002), 2002 MT 331	
	<i>Whidden v. Nerison</i> , 294 Mont. 346, 981 P.2d 271 (1999)	
	<i>Bowden v. The Anaconda Co.</i> , 38 St. Rep. 1974 (D.C. Mont. 1981)	
	<i>Prout v. Sears, Roebuck & Co.</i> , 236 Mont. 152, 722 P.2d 288 (1989)	
	<i>Stowers v. Community Medical Center, Inc.</i> , 2007 MT 309, 340 Mont. 116, 172 P.2d 1252.	

Policy History:

Adopted on: 10 January 2022

Reviewed on:

Revised on: