

## Missoula County Public Schools

### PERSONNEL

5140

#### Employment and Assignment

Each certificated employee will be employed under a written contract, subject to the terms and conditions of the collective bargaining agreement and District policies. Renewal and non-renewal will be determined by the Board after receiving a recommendation from the Superintendent and in conformance with law.

Each classified employee will be employed under a written contract for a specified term, with a beginning and ending date. Unless otherwise stated in a negotiated agreement, such employees shall have no expectation of continued employment from year to year, and contracts of employment may be renewed or non-renewed each year, at the District's sole option. The District reserves the right to change employment conditions affecting an employee's duties, assignment, supervisor, or grade, subject to provisions of any negotiated agreements.

#### *Assignment, Reassignment and Transfer*

The Superintendent may assign, reassign, and/or transfer positions and duties of all staff, subject to any provisions contained in the collective bargaining agreement. Teachers will be assigned at the levels and in the subjects for which their certificates are endorsed. The Superintendent will provide for a system of assignment, reassignment, and transfer of classified staff, including voluntary transfers and promotions. Nothing in this policy prevents reassignment of a staff member during a school year.

Legal References:   § 39-2-912, MCA  
                          10.57.601a, ARM

Exemptions (wrongful discharge)  
Definition of Immoral Conduct

#### Policy History:

Adopted on: August 13, 2002

First Reading at PN&P Committee meeting on September 28, 2005

Approved on: October 11, 2005

Revised at PN&P Committee meeting: March 24, 2010 Posted for public comment.

Approved on: May 11, 2010