

Bigfork School District # 38

PERSONNEL

5254

Non-Renewal or Termination of Contract

Certificated Employees

Renewals, non-renewals or terminations of individual teacher contracts shall be in compliance with applicable statutes.

Classified Employees

The termination of a classified employee shall be for reasons of the district's financial condition, and/or the district's staffing or program needs, or for cause. If the termination is for cause, the District in terminating a classified employee will accord with state law. In any case, the district's Board shall exclusively determine the number of employees to employ and/or the programs to offer.

Good Faith and Fair Dealing

Employees have certain rights under Montana law that derive from the employer/employee relationship. Employee rights have long been in place under federal legislation through such acts as the Equal Employment Opportunity Act (1972), the Equal Pay Act (1963), the Age Discrimination Act (1967) and the Maternity Benefits Leave Amendment to the Civil Rights Act (1978).

Legal Reference:	20-4-203, MCA	Teacher Tenure
	20-4-204, MCA	Termination of Tenure Teacher Services
	20-4-205, MCA	Notification of Tenure Teacher Reelection
	20-4-206, MCA	Notification of Nontenure Teacher Reelection

Adoption Date: 4/6/95