



### Policy 5200 – Applicability of Personnel Policies

Except where expressly provided to the contrary, personnel policies apply uniformly to the employed staff of the District. However, where there is a conflict between the terms of a ~~collective bargaining negotiated~~ agreement and the District's policy, the law provides that the terms of the ~~collective bargaining negotiated~~ agreement shall prevail for the staff covered by that agreement.

When a matter is not specifically provided for in an applicable ~~collective bargaining negotiated~~ agreement, the policies of the Board to effectively and efficiently manage the District shall govern.

Classified employees are employed at will and the District policy manual is not intended to express a term of an employment agreement. The provisions of this policy manual do not create a property right which would modify the District's right to terminate the employment relationship of classified employees at will.

#### Legal References:

Legal References	Description
778 P.2d 744 (Idaho 1989)	Metcalf v. Intermountain Gas Co.

Adopted:

Revised:

Reviewed: