

1 **Browning Public Schools**

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3 **Policy #5121**

4 Policy Name: *Scope of Personnel Policies*

5 Regulation: -----

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7 Except where expressly provided to the contrary, personnel policies apply uniformly to the employed  
8 staff of the District and is applicable to the following:

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- 10 1. Employed staff including temporary, substitute and student workers
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- 12 2. Job applicants
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- 14 3. Individuals authorized by the District to work with children including:
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  - 16 A. Independent contractors and their employees
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  - 18 B. Volunteers and chaperones
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  - 20 C. Personnel of other agencies or organizations
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  - 22 D. Student teachers and interns
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24 Personnel policies will be applied and carried out without discrimination and in a reasonably uniform  
25 manner. These policies extend to all operations and activities of the District within or without its  
26 designated school district boundaries, as applicable.

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28 However, where there is a conflict between terms of a collective bargaining agreement and District  
29 policy, the law provides that the terms of the collective bargaining agreement shall prevail for staff  
30 covered by that agreement.

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32 Board policies will govern when a matter is not specifically provided for in an applicable collective  
33 bargaining agreement.

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36 **Cross Reference:** Policy #5122 Fingerprints /Criminal Background Investigations

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38 **Legal References:** § 39-31-102, MCA Chapter not a limit on legislative authority

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41 **Policy History:**

42 Adopted on: 3/13/01

43 Revised on: 5/30/07 (Formerly #5020)

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