

Subject: At Will Employment Policy

Effective Date: December 08, 2006

Approved By: Board of Directors

Policy: It is the policy that all employees of the School are “at will” employees, are employed for an indefinite period of time, may be discharged at any time for any reason or no reason at all by the President of the School Board or designee; unless a specific employment agreement to the contrary is approved by the Board.

Procedure:

1. No offer made to individuals for employment in the School is valid unless this offer is made by the Executive Director and ratified by the Governing Board.
2. Employees may be terminated without notice and without cause.
3. Individuals who are terminated may be provided recommendations for other employment provided the termination was not due to performance problems and or violation of local, state or federal laws which would impact on the well being of children or the School. Recommendations and verification of previous employment are given by the Executive Director or Human Resources Director only.

Original Policy 12/09/02
Revised Policy 12/08/06