



JCS-Inc. Administrative  
Regulations

## 8015.2 JCS At-Will Employment Administrative Regulations

**Effective Date: June 12, 2020**

### **Procedure:**

1. No offer made to individuals for employment in JCS 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 the wellbeing of children or JCS. Recommendations and verification of previous employment are given by the Executive Director or Human Resources Director only.

Original Procedure: 12/09/02

Revised Procedure: 12/08/06

Revised Procedure: 09/08/17

Revised Procedure: 06/12/2020