

Integrated Day Charter School

Governing Board



Policy Series: 4000

Policy Number: 4112

Personnel

Appointment and Conditions of Employment

Employment-At-Will

Except for employees subject to a collective bargaining agreement or a written contract of a specified term, employment with the School is “employment-at-will.” This means that each such employee has the right to terminate the employment relationship at any time for any or no reason, with or without cause. The School also has the right to terminate the employment relationship at anytime for any or no reason, with or without cause and with or without prior notice. No manager or employee of the School, only the Board of Directors, has any authority to enter into any agreement for employment for any specified period of time or to make any agreement for employment other than at-will.

No policy in the Manual is intended as a guarantee of continuity of benefits or rights. No permanent employment or employment for any term is intended or can be implied by statements in the Manual.

The policies and procedures in this Manual are not intended to be contractual commitments by Integrated Day Charter School and employees should not construe them as such.