

Policy Title:

Employees at Will

Code No. **401.9**

Classified employees, licensed employees, (with the exception of teachers and administrators), directors, associate directors, supervisors, and coordinators may have letters of appointment or may be issued written contracts stating the salary or hourly wage rate. Classified employees, licensed employees, supervisors, and coordinators are not guaranteed a minimum number of days or hours of employment. All classified employees, licensed employees (with the exception of teachers and administrators), directors, associate directors, supervisors, and coordinators whether they do or do not have written contracts are considered “at will” employees who may be terminated at any time for any reason. The superintendent or designee has the authority to hire classified employees, licensed employees (with the exception of teachers and administrators), directors, associate directors, supervisors, and coordinators without advance Board of Education approval. The superintendent or designee has authority to discipline and discharge classified employees, licensed employees (with the exception of discharge of teachers and administrators), directors, associate directors, supervisors, and coordinators without advance Board of Education approval, subject to the right of the employee to appeal such decision under the complaint procedure of Code No. 401.4, or as otherwise specified by law. Classified employees, licensed employees, (with the exception of teachers and administrators), directors, associate directors, supervisors, and coordinators are not automatically re-employed each school year.

Employees in any licensed, classified, supervisory, or professional job classification may also serve a probationary period based upon their performance and or conduct. Such probationary period shall be determined on a case-by-case basis in light of the circumstances surrounding the employee’s performance or conduct as documented.

Date of Adoption: September 8, 2008

Date of Revision: June 10, 2013
August 8, 2016
August 8, 2022