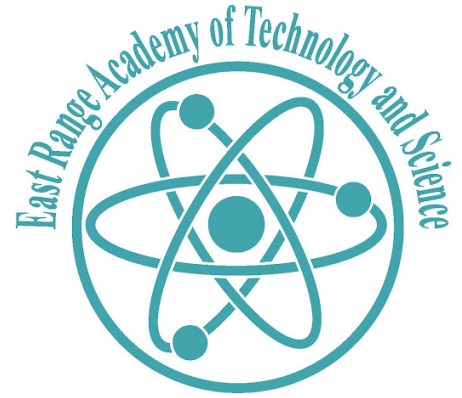


Board Policy
401

At-Will Employment



Adopted: 10-1-2018

I. PURPOSE

It is the purpose of this policy to clarify and define the employment relationship between East Range Academy of Technology and Science and its employees.

II. POLICY STATEMENT

Employment with East Range Academy is “at-will,” as described below.

III. AT-WILL EMPLOYMENT

- A. At-will employees may be terminated at any time for any reason or no reason at all, with or without cause or notice, as long as the reason is not illegal, such as discrimination based on race, creed, color, sex, national origin, ancestry, religion, age, disability, sexual orientation or marital status.
- B. The employee may also terminate his/her employment for any reason, or no reason, with or without cause or notice at any time.
- C. This policy of at-will employment is the sole and entire agreement between East Range Academy employees and East Range Academy for the duration of the employment and for the circumstances under which employment may be terminated, absent an employment agreement as described in Article III (D) of this policy.
- D. No implied contract concerning any employment related decision or term or condition of employment can be established by any other statement, conduct, policy or practice except by majority vote of the Board, provided the contract is contained in a written instrument captioned on its face as an employment agreement and executed by the Board and the employee.