

DISMISSAL OF SUPPORT STAFF MEMBERS

Classified employees hired after August 13, 2012, are engaged in an "at-will" employment relationship with Sweetwater County School District Number One ("the District"). Therefore, classified employment with the District is for no definite period of time and classified employees may, regardless of the time and manner of payment of wages and salary, be terminated or terminate at will. This means that either the classified employee or the District may terminate the employment relationship at any time, with or without reason or cause or advance notice.

No one except the Superintendent of Schools may enter into any kind of employment relationship or agreement that is contrary to the at-will policy. To be enforceable, such relationship or agreement must be in writing and signed by the Superintendent of Schools and the employee.

This application of this policy is not retroactive. A classified employee hired before August 13, 2012, shall be subject to the previously effective policy until such time as otherwise agreed to in a writing signed by both the employee and the Superintendent of Schools, or such time as the terms of the employee's employment are changed or altered by advancement to a new position and new grade of pay.

Adopted 2/14/77
Revised 8/13/12; 11/12/12
Reviewed 8/13/12