

**Employment At-Will, Compensation, and Assignment**

Employment At-Will

Unless otherwise specifically provided, District employment is at-will, meaning that employment may be terminated by the District or employee at any time for any reason, other than a reason prohibited by law, or no reason at all. Nothing in School Board policy is intended or should be construed as altering the employment at-will relationship.

Exceptions to employment at-will may include employees who are employed annually, have an employment contract, or are otherwise granted a legitimate interest in continued employment. The Superintendent is authorized to make exceptions to employing non-certificated **licensed** employees at-will but shall maintain a record of positions or employees who are not at-will. ~~and the reason for the exception.~~

Compensation

The Board will determine salary and wages for educational support personnel who are not covered by a collective bargaining agreement. Increments are dependent on evidence of continuing satisfactory performance. An employee covered by the overtime provisions in State or federal law, shall not work overtime without the prior authorization from the employee's immediate supervisor.

Assignment

The Superintendent is authorized to make assignments and transfers of educational support personnel.