

## 4050 Employment at Will - Educational Support Personnel

Educational support personnel of Campbell County School District are employees at will. This means educational support personnel serve at the discretion of Campbell County School District, and Campbell County School District may terminate employment of educational support personnel at any time with or without cause, **and without any right to a hearing**. Educational support personnel may terminate **their** employment with Campbell County School District at any time.

~~There is no promise of any kind by Campbell County School District contained~~ **Nothing** in the policies, practices, and benefits established by Campbell County School District ~~which is to be interpreted~~ **shall be construed** as, or **is** intended to be, a contract of employment. Educational support personnel ~~will~~ **shall** not rely on the District's policies, practices, and benefits as a contract of employment, as they are expressly not a contract. Campbell County School District remains free to change wages, policies, practices, and all other working conditions without employee's agreement.

**No person within Campbell County School District has the authority to modify, alter, or change the at-will status of an employee unless it is in writing and approved by the Board of Trustees.**

~~The provisions of this policy do not relieve Campbell County School District of its duty to abide by local, state and federal law, and to respect the due process rights of employees.~~

**This policy shall not be construed or interpreted to allow Campbell County School District to violate state or federal employment laws.**

ADOPTION DATE: January 22, 1991; Revised March 24, 1992; June 14, 1993 (formerly 4113); May 8, 1995; Reviewed March 24, 1997; Reviewed January 10, 2006; **Revised February 22, 2022**

LEGAL REFERENCE(S):

CROSS REFERENCE(S):

ADMINISTRATIVE REGULATION: