

*Adopted: 12-18-2018*

*PiM Arts High School Policy 405*

*Revised: \_\_\_\_\_*

## **405 AT-WILL EMPLOYMENT POLICY**

### **I. PURPOSE**

The purpose of this policy is to clarify and define the employment relationship between PiM Arts High School employees and PiM Arts High School.

### **II. GENERAL STATEMENT OF POLICY**

Employment with PiM Arts High School is at-will.

### **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.
- B. PiM Arts High School employee may also terminate 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 PiM Arts High School employees and PiM Arts High School 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 the Executive Officer or by majority vote of the Board, provided the contract is contained in a written agreement.