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Policy 610

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610 AT-WILL EMPLOYMENT

1. PURPOSE

It is the purpose of this policy to clarify and define the employment relationship between Aurora Charter School employees and Aurora Charter School.

2. POLICY STATEMENT

- 2.1. Employment with Aurora Charter School is at-will.
- 2.2. One-year at-will employment agreements are offered to staff members, and the Board or administration may or may not offer a renewal of the agreements for the subsequent year.

3. AT-WILL EMPLOYMENT

- 3.1. At-will employees may be terminated at any time for any reason or no reason at all, with or without cause or notice.
- 3.2. The Aurora Charter School employee may also terminate his/her employment for any reason, or no reason, with or without cause or notice at any time.
- 3.3. This policy of at-will employment is the sole and entire agreement between Aurora Charter School employees and Aurora Charter 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 3.3.4 of this policy 610.
- 3.4. 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 Director or 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 or the Executive Director and the employee.

Legal Reference

Minn. Stat. §124.D.10 (Charter School Law)