

Personnel - Non-Certificated Support Staff"At Will" Employees

All non-certificated support staff and non-certificated assignments shall be employed on an "at will" basis. Non-certificated support staff shall have no property right in continued employment and need not be accorded a hearing or any other procedural or substantive due process, prior to termination of their employment.

Nothing in Board policy, administrative regulations or practices, employee handbooks, or in any evaluation instrument or in the appraisal process or program for non-certificated support staff shall, or is intended to create, or be a contract, or part of a contract, with a non-certificated support staff, which shall in any way be construed to be contrary to the "at will" employment of non-certificated support staff. No administrator or other employee of the District has any authority to enter into any agreement of employment with a non-certificated employee for any specific period of time or to make any agreement contrary to an at-will employment relationship.

Adopted: July 11, 2005

Reviewed: May 12, 2008, May 11, 2009, May 10, 2010, May 9, 2011, Dec. 12, 2011,
Mar. 11, 2013, Feb. 10, 2014, Feb. 9, 2015, Feb. 8, 2016, Feb. 13, 2017, Feb. 12, 2018, Feb. 11,
2019, Mar. 9, 2020, Mar. 8, 2021, Mar. 14, 2022, Mar. 13, 2023, Mar. 18, 2024