EASTCONN
Where Learning Comes to Life

BYLAWS OF THE BOARD
Series 9000
Policy #9002.1.1

Adoption and Revision of Personnel Policies and Procedures

The EASTCONN Executive Board has the final responsibility for establishing policies for EASTCONN.

The Executive Director has the responsibility for recommending policies to the Board of Directors and for carrying out the policies established.

The administrative and supervisory staff members have the responsibility for recommending policies and procedures to the Executive Director and for carrying out the policies and procedures established.

The personnel policies set forth in this manual have been adopted by the EASTCONN Board of Directors. They supersede any and all previously existing policies. They may be amended from time to time by the Board of Directors in accordance with its constitution and bylaws.

Personnel procedures are enacted by the Executive Director who may change them as needed. Should changes occur, new written policies and/or procedures will be forwarded to all appropriate personnel with instructions for inclusion in their copies of this manual.

EASTCONN reserves the right to amend its personnel policies and procedures in accordance with the by-laws of the Board of Directors at any time. Nothing in this Personnel Policy and Procedure Manual is intended as a guarantee of employment or of conditions of employment for any employee.

Nothing contained in this manual is intended to create, nor shall be construed as creating, an expressed or implied contract of employment or guarantee of employment for any term. Unless otherwise provided by a contract of employment or by specific statute, employment at EASTCONN is at will. As such,

EASTCONN employees shall retain the right to leave employment if they choose, while EASTCONN retains the right at all times as well to terminate any employee from employment at any time with or without notice, and to modify the terms of that employment.

EASTCONN policies, procedures, practices, and benefits may change with time. They may require clarifying, amending and/or supplementing. EASTCONN maintains the responsibility and the right to make changes at any time and will advise employees when changes occur. Any descriptions of various fringe benefits are summaries only and are provided solely for informational purposes. Nothing herein shall be construed as creating a contractual right to

receive such benefits.

Should the descriptions in this handbook differ with any plan or document, the formal plan or document shall govern.

Adopted: April 24, 2018
Revised:
Replaces: 1.000