

Policy - 5254

Personnel

Termination of Classified Employees

Classified employees shall be considered in all respects “at-will” employees. At-will is a term which describes an employment relationship where the employer or the employee may terminate the relationship, at any time for any reason without incurring liability.

Terms listed in job descriptions such as “employment period” and other descriptions set forth in District documents shall not create a property right for a classified employee. They are only set forth to advise the employee of when and what type of services will be required by the District so long as employment continues.

Termination of classified employees shall be recommended by the Superintendent based on documentation and approved by the Board.

If an employee believes that the termination of his or her employment is the result of unfair treatment, or the violation of District policy, and is not within the first 180 days of employment, the employee may file a grievance in accordance with the Grievance Procedure for Non-Certificated Employees. (See BP 5240)

Policy History:

Adopted: March 2014

Amended: October 2017

Legal Reference:

I.C. § 33-506 Organization and Government of Board of Trustees

I.C. § 33-517 Non-Certificated Personnel