

EMPLOYMENT PRACTICES  
AT-WILL EMPLOYMENT

DCD  
(LOCAL)

	<p>Personnel <u>not hired under a contract shall be</u> employed on an at-will basis. <del>include but are not limited to employees in the following categories: teachers with District permits, paraprofessionals, and auxiliary personnel.</del></p> <p><u>[For information regarding contractual employment, see DCA, DCB, DCC, and DCE, as appropriate]</u></p>
<p><del>NEW NONCONTRACTUAL POSITIONS</del></p>	<p><del>All new noncontractual positions must be approved by the Board.</del></p>
<p><del>ASSIGNMENT AND EVALUATION</del></p>	<p><del>The Superintendent or designee has sole authority to notify employees of assignments, compensation rates, and conditions of employment.</del></p> <p><del>Evaluation of at-will employees shall be conducted by the principal or supervisor in accordance with administrative procedures. [See DN]</del></p>
<p><del>REASONABLE ASSURANCE OF EMPLOYMENT</del></p>	<p><del>At-will employees in positions normally requiring less than 12 months of service annually and who are expected to report to work at the beginning of the following school session shall be provided a letter of reasonable assurance of employment. [See CRF]</del></p>
<p>SUSPENSION WITH OR WITHOUT PAY</p>	<p>An at-will employee may be suspended with or without pay or placed on administrative leave by the Superintendent or designee during an investigation of alleged misconduct by the employee or at any time the Superintendent or designee determines that the District's best interest shall be served by the suspension or administrative leave.</p>
<p>DISMISSAL</p>	<p>At-will employees may be dismissed at any time for any reason not prohibited by law or for no reason, as determined by the needs of the District. At-will employees who are dismissed shall receive pay through the end of the last day worked.</p>
<p>APPEAL TO BOARD</p>	<p>A dismissed employee may request to be heard by the Board in accordance with DGBA(LOCAL).</p>