

EMPLOYMENT PRACTICES
AT-WILL EMPLOYMENT

DCD
(LOCAL)

Personnel not hired under a contract shall be employed on an at-will basis.

[For information regarding contractual employment, see DCA, DCB, DCC, and DCE, as appropriate]

Dismissal

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.

Appeal

An at-will employee who is eligible for health and life insurance, sick leave, and other standard employment benefits through the District and who has been terminated may appeal the termination in accordance with DCD(REGULATION).

If the employee's termination is upheld during the appeal process established in DCD(REGULATION), the employee may file a grievance in accordance with policy DGBA(LOCAL). A grievance filed as a result of termination of employment shall receive a jurisdictional referral to LEVEL THREE of DGBA(LOCAL) with the Superintendent or designee.