

EMPLOYMENT PRACTICES  
AT-WILL EMPLOYMENT

DCD  
(LOCAL)

- At-Will Employees** 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]
- Auxiliary Employees** Auxiliary personnel shall include but not be limited to bus drivers, food service personnel, custodial personnel, and maintenance personnel.
- The Superintendent or designee may, at his or her discretion, offer auxiliary employees at-will employment agreements or give notice of compensation and special conditions of employment.
- 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 to Board** A dismissed employee may request to be heard by the Board in accordance with DGBA(LOCAL).