

EMPLOYMENT PRACTICES  
AT-WILL EMPLOYMENT

DCD  
(LOCAL)

Personnel employed on an at-will basis include but are not limited to employees in the following categories: instructional aides, clerical employees, transportation employees, maintenance and custodial employees, warehouse employees, food service employees, licensed vocational nurses, and technology specialists.

**Assignment and  
Evaluation**

The Superintendent or designee has sole authority to notify employees of assignments, compensation rates, and conditions of employment.

Evaluation of at-will employees shall be conducted by the principal or supervisor in accordance with administrative procedures. [See DN]

**Reasonable  
Assurance of  
Employment**

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]

**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. At-will employees who are dismissed shall receive pay through the end of the last day worked.

Appeal to Board

A dismissed employee may request to be heard by the Board in accordance with DGBA(LOCAL).