

Employment at Will Policy:

Charter Academy does not offer tenured or guaranteed employment. Either Charter Academy or the employee can terminate the employment relationship at any time, with or without cause, with or without notice.

This at-will employment relationship exists regardless of any other written statements or policies contained in this Handbook or any other Company documents or any verbal statement to the contrary.

Exceptions to the Employment at Will Policy:

No one except Charter Academy's Board of Directors can enter into any kind of employment relationship or agreement that is contrary to the previous statement. To be enforceable, such relationship or agreement must be in writing, signed by the Chair of the Board of Directors, and notarized.