

GreenWood Charter School

Policy Number: 403

Policy Section: 400- Staff Policies

POLICY TITLE: Employee Termination Policy

Revision History

Effective Date	Action Date	Revised
March 18, 2015	New Policy	New Policy

Employee Termination Policy

Effective Date: 17 February 2015

Revision Date:

1. SCOPE

GreenWood Charter School recognizes that Utah is an at-will employment State and employment may be terminated at will by either party, with or without cause, and with or without notice as long as it is not for unlawful or discriminatory reasons.

2. POLICY

It is the policy of the Board of Directors to establish a high quality, stable crew of employees who together accomplish the mission of the school. GreenWood reserves the right to terminate or suspend the employment of any employee at anytime as long as it is not for unlawful or discriminatory reasons, such as race, color, religion, sex, national or ethnic origin, *or* disability as explained in the Americans with Disabilities Act (ADA).

Teachers and support staff of GreenWood Charter School are at-will employees, which means that employment may be terminated at will by either party, with or without cause, and with or without notice.

Termination of employment for any teacher or staff member is done at the discretion of the School Director. The School Director may consult with the Board of Directors, but is assigned the authority, as the chief administrative officer of the school, to terminate employment. Should a termination occur, members of the Board of Directors will be notified of the action.

The Director serves at the discretion of the Board of Directors and may be terminated in accordance with the provisions of the employment agreement in force.