

Spring Branch Independent School District
Agenda Item Information

Date of Board Meeting: January 24, 2011

Subject: Adoption of Policy: DCD (LOCAL) EMPLOYMENT PRACTICES AT-WILL

Administrator Responsible:

Name: Marjorie Duffey

Position: Associate Superintendent for Administration and Personnel

Purpose of Agenda Item: Adoption of Policy

ADDITIONAL INFORMATION AND/OR BACK-UP:

Recommend adoption of policy DCD (LOCAL) EMPLOYMENT PRACTICES AT-WILL.

Clean copy is attached

EMPLOYMENT PRACTICES
AT-WILL EMPLOYMENT

DCD
(LOCAL)

	<p>Personnel employed on an at-will basis include but are not limited to employees in the following categories: noncertified administrators, other noncertified professionals, teachers with District permits, and paraprofessional and auxiliary employees.</p>
ASSIGNMENT AND EVALUATION	<p>The Superintendent or designee has sole authority to notify employees of assignments, compensation rates, and conditions of employment.</p> <p>Evaluation of at-will employees shall be conducted by the principal or supervisor in accordance with administrative procedures. [See DN]</p>
REASONABLE ASSURANCE OF EMPLOYMENT	<p>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]</p>
DISMISSAL	<p>At-will employees may be dismissed by the Superintendent or designee 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.</p>
APPEAL TO BOARD	<p>A dismissed employee may request to be heard by the Board in accordance with DGBA (LOCAL).</p>