

Section: 2000 - Faculty and Staff

Title : Employee at Will

Number: 2430

Status: Active

Adopted: August, 2013

EMPLOYMENT AT WILL

Employment with Thomas Jefferson Classical Academy: A Challenge Foundation Academy, Inc. is voluntary and the employee is free to resign at will at any time, with or without cause. Similarly, Thomas Jefferson Classical Academy: A Challenge Foundation Academy, Inc. may terminate the employment relationship at will at any time, with or without notice or cause, so long as there is no violation of applicable Federal or State law. However, employees are requested to give a minimum of two (2) weeks notice.

Policies set forth in this handbook are not intended to create a contract, nor are they to be construed to constitute contractual obligations of any kind or a contract of employment between Thomas Jefferson Classical Academy - A Challenge Foundation Academy, Inc. and any of its employees. The provisions of the handbook have been developed at the discretion of management and, except for its policy of employment-at-will, may be amended or cancelled at any time, at the sole discretion of Thomas Jefferson Classical Academy - A Challenge Foundation Academy, Inc.

These provisions supersede all existing policies and practices and may not be amended or added to without the express written approval of the Board of Directors of Thomas Jefferson Classical Academy - A Challenge Foundation Academy, Inc.