
PROGENY ACADEMY

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POLICY #403: AT-WILL EMPLOYMENT

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I. PURPOSE

It is the purpose of this policy to clarify and define the employment relationship between School employees and Progeny Academy Charter School.

II. POLICY STATEMENT

Employment with Progeny Academy Charter School is at-will.

III. AT-WILL EMPLOYMENT

- A. At-will employees may be terminated at any time for any reason or no reason at all, with or without cause or notice.

- B. A Progeny Academy Charter School employee may also terminate his/her employment for any reason, or no reason, with or without cause or notice at any time.

- C. This policy of at-will employment is the sole and entire agreement between Progeny Academy Charter School employees and Progeny Academy Charter School for the duration of the employment and for the circumstances under which employment may be terminated, absent an employment agreement.

- D. No implied contract concerning any employment related decision or term or condition of employment can be established by any other statement, conduct, policy or practice except by majority vote of the Board, provided the contract is contained in a written instrument captioned on its face as an employment agreement and executed by the Board and the employee.

Legal Reference: Minn. Stat. §124E (Charter School Law)

Adopted: December 10, 2021