

POLICY: **Employment Relationship**  
EFFECTIVE DATE: **05/24/21**  
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POLICY

All employment by and with the District, other than duly appointed or elected Directors, shall be at-will, subject to termination at any time, with or without cause. No person shall be considered to have tenured employment with the District or any expectation of continual or permanent employment.

The practices established by the District policies and practices shall not constitute nor be considered as an employment contract.

The terms and provisions of the District policies and practices may be changed, altered, amended, or deleted at any time, with or without notice, in the sole discretion of the Board.

RELATED POLICIES

Policy Revisions 130  
Employee Representation 630

STATUTORY REFERENCES

RSMo §321.120  
RSMo §321.170  
RSMo §321.200.2

REVISION HISTORY

| Revision Date | Author      | Revision Details |
|---------------|-------------|------------------|
| May 24, 2021  | Monte Olsen | Initial version  |