

Adopted: 01-18-2016

Revised: \_\_\_\_\_

**ROCHESTER BEACON ACADEMY-RBA**  
**POLICY No. 401**  
**AT-WILL EMPLOYMENT**

**I. PURPOSE**

It is the purpose of this policy to clarify and define the employment relationship between RBA employees and RBA.

**II. POLICY STATEMENT**

Employment with RBA 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. The RBA 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 RBA employees and RBA for the duration of the employment and for the circumstances under which employment may be terminated, absent an employment agreement as described in Article III (D) of this policy.
- 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 the Executive Director or 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 or the Executive Director and the employee.

**Legal Reference:** Minn. Stat. § 124E.12 (Charter Schools – Employment)