



At Will Employment Policy

1. Authority and Purpose

1. The Board of Trustees shall determine the terms and conditions of employment with the Academy for Math Engineering and Science (AMES) pursuant to UCA 53G-5-407.
2. This policy establishes the nature of the employment relationship and the requirements to memorialize the terms and conditions of the relationship.

2. At-Will Employment Relationship

1. The employment relationship between AMES and its employees is on an "at-will" basis.
 1. AMES does not offer tenured or guaranteed employment.
 2. Either AMES or the employee may terminate the employment relationship at any time, with or without cause, with or without notice.
2. This at-will employment relationship exists regardless of any other written or implied statements or policies contained the AMES Policies, Employee Handbook, or any other AMES documents or any verbal statement to the contrary.
3. No representative or agent of AMES may enter into any kind of employment relationship or agreement with an employee or potential employee that is contrary to this policy unless such relationship or agreement is:
 1. approved in an open, public board meeting by a majority of board members;
 2. is formalized in the employee agreement.

3. Employment Memorandums of Understanding

1. An Employee Agreement will be initiated for each new employee when hired. The agreement shall include:
 1. position title (which relates to associated job descriptions);
 2. daily/hourly rate of pay;
 3. any other compensation and the conditions of employment and requirements for compensation (e.g. bonuses etc.);
 4. eligibility for benefits (based on associated job description and/or board policy);
 5. statement of at-will nature of employment; and
 6. signatures of the employee and an authorized representative of AMES.

2. An Employee Agreement is contingent upon the employee or prospective employee providing all information necessary for proper licensing and certification through the Utah State Board of Education and verification of prior work experience.
3. The AMES Board of Trustees grants to the AMES Principal/CEO or designee the authority to enter into the Employee Agreement.