

**DISMISSAL OF AT-WILL EMPLOYEES**

**DCD-R**

DISD Board Policy States:

“At-will employees may be dismissed at any time for any reason not prohibited by law or for no reason, as determined by the needs of the District. At-will employees who are dismissed shall receive pay through the end of the last day worked.”

Dismissal should take place only after reasonable efforts have been made to correct job related deficiencies through conferences and written notices, unless the reason for dismissal is of such nature to warrant immediate termination.

Recommendation for the dismissal of an at-will employee shall be presented to the assistant superintendent for personnel along with all supporting documentation. The assistant superintendent for personnel shall meet with the assistant superintendent for business and the superintendent prior to action being taken.