

4.3 EMPLOYMENT-AT-WILL

Except as limited by any contract entered into by an employee with Scholars Academy, all employees are terminable at will and may be terminated at any time. As a general rule, at-will employees may, in turn, voluntarily resign their employment with Scholars Academy at any time.

The policies, procedures and regulations of the Board of Directors are not intended to be, nor do they constitute, an express or implied contract of any kind in favor of employees, nor shall any employee or applicant for employment have any contractual rights, claims or privileges against the Board of Directors by virtue of such policies, procedures and regulations.

Adopted: January 26, 2016