

Lewis Center for Educational Research

**BP 4401 PERSONNEL
 AT-WILL EMPLOYER**

Adopted: March 14, 2011

Revised: December 11, 2023

The Lewis Center for Educational Research ("LCER") is an at-will employer. The LCER may terminate employee's employment at any time with or without cause, with or without advance notice, at the LCER's sole and unreviewable discretion. Either party may immediately terminate the employment relationship upon written notice to the other party.

No individual other than the LCER Board of Directors ("Board") has the authority to alter the at-will arrangement, to enter into any employment agreement, express or implied, other than at-will. Only the Board has the authority to make any such agreement and then only in writing, signed by the Board and by the affected employee and must specifically state the intention to alter the "at-will" relationship.

Employees also may be demoted or disciplined and the terms of their employment may be altered at any time, with or without cause, at the discretion of the LCER without altering the at-will nature of employment.